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ABSTRACT

This display kit highlights the contributions of contemporary Maryland women leaders in many fields. The kit contains a packet of black and white photographs of Maryland women leaders in a variety of areas, with descriptive captions for each picture. The booklet contains an introductory lesson about women and leadership from a historical perspective. The "Profiles and Reflections" section features biographical sketches and personal thoughts about leadership by each woman featured. Sample activities are included for classroom and community use. A resource directory offers sources of information on women leaders. (EH)

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Maryland Women Leading the Way

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MARYLAND WOMEN: LEADING THE WAY

1997 MARYLAND WOMEN'S HISTORY DISPLAY KIT

Coordinated by the Maryland Department of Education and the Maryland Commission for Women

ACKNOWLEDGMENTS

Appreciation is given to the following organizations and individuals for their assistance in compiling this kit:

- *All of the women whose profiles are included in this kit*
- *American Association of University Women Educational Foundation*
- *American Association of University Women - Maryland Branches*
- *Business and Professional Women of Maryland*
- *Curriculum Transformation Project - University of Maryland at College Park*
- *David and Barbara B. Hirschhorn Foundation*
- *Maryland State Department of Education, Equity Office*
- *Maryland State Department of Education, Division of Career Technology and Adult Learning*
- *Maryland State Teachers Association*
- *Mid-Atlantic Equity Center*
- *National Women's History Project*
- *University of Maryland at College Park Equity Resource Center*

DEDICATION

This kit is dedicated to the women leaders of the past, who paved the way, the women leaders of the present, who are showing the way, and the women leaders of the future, who will explore new ways as yet unknown.

Funding for the printing and distribution of this booklet was provided by the David and Barbara B. Hirschhorn Foundation; the American Association of University Women Educational Foundation; the Maryland Professional Development Center, MSDE, Division of Career Technology and Adult Learning

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Maryland Women Leading the Way

MARYLAND WOMEN'S HISTORY PROJECT

1997

FRANCES HUGHES GLENDENING

Dear Friend:

Maryland women uphold a long tradition of community leadership which enhances every aspect of our lives. Unfortunately, their significant contributions often are unrecognized and undervalued. Luckily, this is about to change. *Maryland Women: Leading the Way*, the 1997 Maryland Women's History Resource packet, celebrates the diversity and strength of women's leadership in our great state.

The Maryland women highlighted in this packet continually expand the boundaries of leadership and community service. They are a source of inspiration to children and adults alike. Their stories demonstrate leadership is not limited to a select few but is within all of our grasps if we are prepared and willing to accept the challenge.

The time has come to recognize the many remarkable women who have given of themselves for the betterment of our communities and state. *Maryland Women: Leading the Way* is a marvelous resource for use throughout the year to honor and celebrate the contribution of women shaping the fabric of today's Maryland. Enjoy!

Sincerely,

Frances Hughes Glendening

GOVERNMENT HOUSE
ANNAPOLIS, MARYLAND
21401

MARYLAND WOMEN: LEADING THE WAY

OVERVIEW

This display kit highlights the contributions of contemporary Maryland women leaders in many fields. The women profiled are representative of the countless women who provide direction and leadership to enrich society every day, in areas ranging from government to volunteer organizations, from the arts to the sciences, from civil rights to social reform, from education to athletics. It is hoped that their stories will inspire all of us to learn more about other women leaders in our families and communities and to explore ways in which each of us can be a leader in our own lives.

FORMAT OF RESOURCE KIT

This kit contains the following materials:

I. Display **PHOTOGRAPHS** of Maryland women leaders in a variety of areas, with descriptive **CAPTIONS** for each picture

II. A **BOOKLET** that includes:

- An **Introduction** about women and leadership
- A **Profiles and Reflections** section featuring biographical sketches and personal thoughts about leadership by each women pictured
- Sample **Activities** for students and community groups
- A **Resource Directory** of sample sources of information on women leaders

Maryland Women Leading the Way

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INTRODUCTION

MARYLAND WOMEN: LEADING THE WAY

HISTORICAL BACKGROUND

From as long as 12,000 years ago when Native Americans lived in what is Maryland today, women have been leaders in all areas of society. Centuries ago Piscataway women in Maryland advised tribal chiefs and lived in a matrilineal society, where possessions were passed from mothers to daughters. In the mid 1600's Margaret Brent, a landowner, businesswoman, and executor of Governor Calvert's will provided leadership for the Maryland colony in managing its governance and avoiding war with the Virginia Colony. In 1648 she went before the Maryland General Assembly, seeking the right to vote as a landowner and a woman. She was denied that right, but paved the way for women in later centuries to lead the suffrage movement to gain the right to vote for all women.

Throughout Maryland's history, women have been leaders in the home, in communities, and statewide, particularly in areas of social reform such as abolition, suffrage, human and civil rights, education, worker's rights, health care, and community development. Some Maryland women gained national fame for their leadership, including such individuals as Harriett Tubman, abolitionist, leader of the Underground Railroad and Civil War spy; Anna Ella Carroll, advisor to President Lincoln; Frances Watkins Harper, author, poet, and abolitionist; Clara Barton, founder of the American Red Cross; Elizabeth Seton, first U.S. Catholic Saint; Florence Sabin, Nobel prize winning scientist and public health advocate; Grace Hopper, U.S. Navy Admiral and developer of COBOL computer language; Henrietta Szold, founder of adult education for immigrants; Rachel Carson, founder of the environmentalist movement; Judith Resnick, astrophysist and second U.S. woman to fly in space; Barbara Mikulski, U.S. Senator; and Ophrah Winfrey, businesswomen and entertainer. Many others have been local and community leaders, the Unsung Heroines who provided leadership to enrich the lives of those around them in families, schools, volunteer organizations, and the workplace.

CONTEMPORARY LEADERS

In contemporary times, particularly as women have gained entry into careers and positions previously closed or restricted to them in areas such as law and law enforcement, journalism, the sciences, politics, business, sports, and the military, women have expanded their spheres of leadership. Today Maryland women of diverse backgrounds continue to contribute in all areas of life, paving the paths for younger women leaders to follow.

Maryland Women
Leading the Way

Profiles
and
Reflections
of
Maryland Women
Leaders

This section includes profiles and personal reflections of Maryland women leaders in a variety of areas.

PROFILES AND REFLECTIONS OF MARYLAND WOMEN LEADERS

The diverse women's PROFILES and REFLECTIONS that are included on the following pages represent a sampling of the types of leadership that Maryland women of today provide in their communities, organizations, and workplaces.

NAME	LEADERSHIP FOCUS
Colleen Beth Akehurst	Student Leadership
Patsy Bowman	Disability Rights
Catherine Gira	University President
Ginny Gong	Human Relations
Jill Moss Greenberg	Human Rights/Educational Equity
Sherrie Lavine Krauser	Law/Judicial
Bess B. Lavine	Law/Judicial
Ruthan Lewis	Science and Technology
Janice Marshall	Co-op Organizer
Carol A. Mehrling	Law Enforcement/Chief of Police
Rachel S. Polk	Community Activism
Rose A. Powhatan	Indian Commissioner/Artist
Anna M. Rosario	Federal Government/Hispanic Rights
Myra Pollack Sadker	Gender Equity
Jean W. Toomer	Violence Prevention/Prejudice Reduction
Kathleen Kennedy Townsend	Lieutenant Governor of Maryland
Connie Martin Unseld	Education
Evelyn Pasteur Valentine	Business
Sue Ward	Advocate for Aging Issues

COLLEEN BETH AKEHURST
Student Leader

PROFILE

Colleen Akehurst graduated from Bel Air High School in Harford County, Maryland in 1994. She is a student in the College of Engineering at Cornell University, where she will earn a degree in electrical engineering in 1998.

Colleen currently serves as the Executive Vice President of the Student Assembly at Cornell University. Her responsibilities include representing the student viewpoint to members of the administration on various issues including on-campus living and sexual harassment policy. She plans the meetings of the 24-member Student Assembly. She also plans workshops on leadership for Cornell students and leads workshops for Maryland high school students on leadership development. While in high school Colleen was President of the Maryland Association of Student Councils which represented 200 schools. She served as President of the Student Council at Bel Air High School and Captain of the Cross Country Team.

REFLECTIONS ON LEADERSHIP

What makes an effective leader?

The most effective leaders are people who care. I believe you must have passion in your heart and soul to pursue leadership in any field. That passion supplies you with the energy necessary to continue when things are difficult. This caring is also fundamental because you are no longer representing only yourself when serving in a leadership position; you are now representing many. This fact means that your caring must extend beyond personal interests. An effective leader demonstrates his/her caring through actions. These actions are clearly for the betterment of the organization and the people in it. The quality of integrity which incorporates caring, commitment and dedication and honesty, is paramount to earning respect from those you serve.

Who are women leaders who have inspired or motivated you?

I have always relied on leaders whom I know personally to inspire and encourage me. This has enabled me to learn, firsthand, the type of leader I wanted to be, and to discuss that with the women who set those examples.

The first leader that many people know is their mother. I am no exception. My mother has inspired me to grow and be independent. This support has always been encouraging and motivational to me. My mom has been involved heavily in volunteer activities for as long as I can remember. Seeing this level of activity motivated me and reminded me that you can balance and juggle many different responsibilities.

In my work as a student leader in Maryland, I worked with Dr. Susan Travetto who is advisor to the Maryland Association of Student Councils (MASC). Through my experiences with MASC, I was taught about leaders and the type of leader I wanted to be.

Susan Murphy, Vice President for Student and Academic Services at Cornell, has inspired me during my time at Cornell University. She has a strong reputation for getting things accomplished. When I have approached her with concerns or problems, she is always slow to judge, but quick to help. She also maintains strong relationships with students and encourages us to continue to do our best.

What have been your most rewarding experiences as a leader in your field?
Without a doubt, seeing things accomplished that will positively impact students are the most rewarding experiences. I really enjoy knowing that I have made a difference in the lives of students. One example is the experience I had when working to establish voting rights for the Student Board Member of the Maryland State Board of Education. To accomplish this goal, I worked with many students, teachers, administrators, and policy makers. We were able to win voting rights based on our hard work and solid argument.

On the college level, I now work with administrators, faculty, and students on issues of policy, including sexual harassment procedures and the academic integrity code, that will affect students. My work as a student leader in college is vastly different from my work as a leader in high school. In college, the issues are sometimes more controversial and the people affected are demanding a higher degree of accountability.

What advice would you give to young people regarding their rights and responsibilities as leaders?
It is important to know that in leadership roles a person has both rights and responsibilities. These two go hand-in-hand and they both must be recognized before becoming involved in a leadership position. Rights of leadership include being supported in your role as a leader. Support can come from an advisor, fellow leaders, or other people. One of the rights gained by holding a leadership position is the right to make tough decisions on behalf of the people and organization you lead. Leaders also have the right to make the best decisions they can for the people they represent. These decisions are not always easy, but neither is leadership. Only when a leader accepts the responsibilities of leadership fully can the rights of leadership be exercised positively.

A major responsibility of leadership is to the people you serve. You must regard the people who allow you to serve in a leadership position with great respect. As a leader, you are also responsible for training and encouraging future leaders. It is a responsibility to ensure that after you have left a leadership position, that position is secure with another good leader.

PATSY BOWMAN

Administrative Specialist for Deaf and Hard of Hearing

PROFILE

Patsy Bowman enjoys an excellent reputation as a dynamic and knowledgeable speaker and presenter about the issues, concerns and unique culture of people who are deaf. Patsy works in the Maryland Governor's Office for Individuals with Disabilities as an Administrative Specialist for the Deaf and Hard of Hearing. She works with groups across the state in promoting equal opportunities for deaf and hard of hearing individuals. She has served in various capacities with the last 10 years with the Agency. She has also developed and provided educational and vocational programs for clients as a Rehabilitation Specialist. Her clients included persons who had a wide range of disabilities, including individuals who were deaf, deaf-blind, mentally ill, and multiply disabled. She has been a leader in providing training on disability in the workplace, the Americans with Disabilities Act, and equal employment issues.

Patsy graduated from Galludet University and Towson State University and earned a masters degree in physical education. She enjoys her family, particularly her two sons, Calvin and Dwight. She also enjoys the beach, jogging, playing racquetball and tennis and skiing.

REFLECTIONS ON LEADERSHIP

What makes an effective leader?

An effective leader is a person who loves to challenge, knowing that something may be good, but still wants to strive for the best. A person has to be relentless, restless, and face heavy doses of criticism, and to overcome these by making outstanding contributions to work or quality of life. A person has to be strong, persistent, adaptable and a good listener. These characteristics are long-term and built up through experiences.

Who are women leaders who have inspired or motivated you in your life?

Marilyn O'Leary was my housemother at the Pennsylvania School for the Deaf. She pushed me to the extreme. She believed in me and that I could do more than anyone has ever believed. She was the one who made me realize that I should not settle for less and do what others say. She also taught me to think for myself and made my own decisions. From that point, I grew up overnight!

What have been your most rewarding experiences as a leader in your field?

I go out and educate people ranging from local governments to parents to improve their understanding and sensitivity to the deaf community. This job gives me the freedom and opportunity to make a difference. If I make a difference in one person's life, I am thrilled about it, but I have the opportunity to help so many people. Often on my job I have the chance to turn obstacles into opportunities.

What advice would you give to young people regarding their rights and responsibilities as leaders?

The most sensible advise I could give to young people is not to sit back and assume someone else will do it, and also to fight for what you believe in. It has become clear to me that attitudes and ignorance are the greater barriers to a harmonic lifestyle among deaf/hard of hearing and hearing people.

CATHERINE R. GIRA
University President

PROFILE

Dr. Catherine Gira became the President of Frostburg State University in 1991. Prior to that, she served for nine years as Provost at the University of Baltimore. She also previously held the positions of Professor of English and Acting Dean of the College of Liberal Arts at that institution.

Dr. Gira has held leadership positions in numerous national and state professional associations, including the American Association of University Administrators (President); Federation of State Humanities Councils (Vice-Chair); National Higher Education, Middle States Association Commissioner; American Council on Education Leadership Commission; Maryland Humanities Council (Chair); Maryland Association of Higher Education (President). She sits on several regional and national boards, including those of the Western Maryland Health System, the Rocky Gap Foundation, the Regional Education Service Agency, the Cumberland Theater, and the national Joint Military Intelligence College.

Dr. Gira earned an M.Ed. And a Master's in Liberal Arts from Johns Hopkins University, and a Ph.D. in Literature from the American University. She has been recognized as Woman of the Year by the Maryland Legislature (1993) and one of Maryland's Top 100 Women (1996), and she has been formally honored for her role in regional economic development by the regional Tourism Association Board and by local media. She has published numerous articles on Shakespeare, Renaissance art and literature, and issues in higher education.

REFLECTIONS ON LEADERSHIP

What makes an effective leader?
The ability to evoke from a leadership team the most creative thinking and problem solving skills, so that the right decisions are made.

Who are women leaders who have inspired or motivated you in your life?
Donna Shavlik, Office of Women in Higher Education at the American Council on Education, and Jean Sisk, former English, Baltimore County Schools.

What have been your most rewarding experiences as a leader in your field?
Seeing the results of the creative thinking needed to solve problems.

What advice would you give to young people regarding their rights and responsibilities as leaders?
Young people have both opportunities and responsibilities as leaders. My advice is to do one's best at every level of responsibility, and more responsibility and more authority will follow.

GINNY GONG
Human Relations Activist and Educator

PROFILE

Ginny Gong has been an educator in public school systems since 1971. Presently she is a community/human relations advocate for the Department of Human Relations in the Montgomery County Public Schools, where she is responsible for staff training, discrimination case management, conflict management and community outreach for approximately 70 schools and offices. Before this she served as an administer in the Department of Staffing and was a mathematics teacher. She had wanted to be a teacher since she was a young child.

Her volunteer "career" as a community activist, spanning more than two decades, also takes up a significant amount of her time. She has made a commitment to positive change and dedicates much of her time to community ethnic and mainstream human relations work. She sits on a number of Boards and serves as a consultant on issues related to gender, equity, ethnicity, and education. She served for two terms as president of the National Organization of Chinese Americans (OCA) and presently participates on two Governor's advisory committees in Maryland. This has created many opportunities for her to address groups and individuals across the county, both nationally and locally. While president of OCA she was often asked for her reaction to issues related to Asian Americans.

For Ginny Gong, growing up in a traditional Chinese household in the back of a Chinese laundry and attending public schools in America for all of her life, she has had to learn to straddle both worlds and wear many hats. Since both worlds are integral parts her life, both hats feel very comfortable.

In the last 25 years Ginny Gong has moved 10 times, raised three children, purchased five houses and sold four, changed jobs six times and gone from days of receiving food stamps to more comfortable surroundings. Her life has been one of constant change. The challenge for her during all those years was to maintain a sense of stability for the family amidst the chaos of relocation while maintaining a sense of her own personal identity.

REFLECTIONS ON LEADERSHIP

What makes an effective leader?

An effective leader is an individual with a vision of what could be, an understanding of how to get there, the communication skills to get others to buy into it, and the charisma to move people to action. Effective leaders must be sincere, dynamic, visionary, creative, and willing to take risks.

Who are women leaders who have inspired or motivated you in your life?

I have always admired my mother, for her continued love that was always understood; Betty Bao Lord for her gift in connecting words into beautiful prose Marlo Thomas, for her ideas on gender equity. I also admire Billy Jean King for elevating women sports to a more equitable level, and Janet Reno, for her down-to earth approach to government, which is very refreshing.

What have been your most rewarding experiences as a leader in your field?

My most rewarding experience was during my terms as National President of the Organization of Chinese Americans. Up to that point the organization placed little emphasis on the next generation. During my terms in office we were successful in getting the younger generation of high school and college students involved with OCA. As a result, the organization increased in visibility on college campuses across the country. With 25 college affiliates, OCA is now the only national organization with a formal college affiliate program in place. Leadership training opportunities and internship programs were also expanded during that period.

What advice would you give to young people regarding their rights and responsibilities as leaders?

For any organization, leaders make the difference. Consider the period of internment of Japanese Americans. Leaders of the community were intentionally separated from the people for fear of uprisings. Those who have the necessary skills must step forward and assume the leadership roles. Without its leaders, communities cannot move forward.

JILL MOSS GREENBERG

Advocate for Educational Equity, Multicultural Education, Homeless Education, and Civil Rights

PROFILE

Jill Moss Greenberg has spent her life pursuing the belief that "something can be done" about societal inequalities, personal and institutional injustice, and intergroup biases, stereotypes, prejudices and conflicts - if we are willing to work together for solutions. She has worked with others to build networks to address issues of equity and fairness for all, including issues such as race, gender, disability, socioeconomic status, religion, language, sexual orientation, national origin and age.

In Maryland, Jill worked with others to initiate numerous programs including Maryland Black History At Your Doorstep, the Maryland and Prince George's Women's Political Caucus, the Prince George's County Commission for Women and the Women's Center and Referral Service. Responding to the lack of information and resources about the lives and contributions of women throughout Maryland's history, she began the Maryland Women's History Project. On the Maryland Commission for Women, she initiated the first task forces on child care, on aging, and helped establish the Task Force on Women with Disabilities.

At the national level, she served on the Maryland Advisory Committee to the U.S. Commission on Civil Rights. She continually works to improve education and intergroup understanding by developing educational materials and by conducting training throughout the country in areas such as educational equity, multicultural education, prejudice reduction and homelessness. She serves on the boards of the National Association for Multicultural Education and The National Conference. Her most recent area of advocacy has been in the area of education and services for homeless children, youth and their families, where she serves as Program Consultant for Homeless Children and Families for Baltimore County Public Schools.

For her ongoing efforts to build groups to work on diverse issues of equity, Jill Moss Greenberg has been inducted into the Prince George's and Maryland State Women's Halls of Fame. She credits her husband Jim and sons Joshua and Micah for providing extraordinary support and collaboration with her leadership efforts.

Reflections on Leadership

What makes an effective leader?

An effective leader is a person who can work well with others to identify critical needs, develop consensus, and identify resources and strategies for effective solutions. A good leader is a person

who is genuine in their commitment and who listens to and collaborates with other individuals and groups. Leadership includes developing an understanding and sensitivity about the issues, concerns and strengths of diverse groups and communities and having an ability to articulate critical issues and engage people in working together to solve problems.

Who are women leaders who have inspired or motivated you in your life?
Helen Keller - she was incredibly successful, despite multiple disabilities, and served as a vocal activist for civil rights in the United States and for world peace. It is important for people to know about her multiple talents and advocacy, not only that she was a woman with disabilities.

Barbara Jordan - As an African American woman from Texas, Representative Jordan became an important political leader and a member of the U.S. Congress. She was inspiring because of her integrity, the courage of her convictions, and her outstanding ability to articulate visionary analyses of critical issues as well as effective solutions.

Grandmothers, Fanny Taub Teicher and Bella Belinka Moss, and Mother, Dorris Teicher Moss - my foremothers were incredibly strong and caring women who daily demonstrated the importance of family, of respecting our roots and our Jewish faith, and the faiths of others, and about our responsibility to care for others.

What have been your most rewarding experiences as a leader?
My most rewarding experiences have been working closely with other people to create programs and policies or other effective solutions that truly make a difference for people. Seeing the enactment of legislation, such as the Maryland Equal Rights Amendment, the Title IX regulations prohibiting sex discrimination in education, or the Americans with Disabilities Act is incredibly satisfying after many years of collaborative efforts. The establishment of groups, such as the commissions for women shelters for victims of domestic violence and other service agencies and organizations created to meet human needs gives me tremendous satisfaction. In fact, the Prince George's County Women's Center and Referral Service has celebrated its twenty-fifth anniversary! Most rewarding for all is to see people's lives and opportunities change for the better because of our collective efforts. For example, students of many races and national origins, abilities/disabilities, are now attending school together. Finally, examples like the 1996 Women's Olympic Team demonstrate the long term benefits of the passage of Title IX in the 1970's.

What advice would you give to young people regarding their rights and responsibilities as leaders?
For young people, always believe in your ability to make a difference. Each one of us has the right to challenge what we think is wrong or inadequate and the responsibility to work toward improving the inequities that we perceive. When you feel that you can't make a difference, think about how little drops of water that keep dripping can ultimately crack a hard rock or even a mountain. Every drop that we contribute makes a difference.

SHERRIE LAVINE KRAUSER

Judge, Lawyer, and Civic Activist

PROFILE

For most of her life, Sherrie Lavine Krauser wanted to become a lawyer. Both of her parents were attorneys. She saw her mother combine the law with marriage and raising a family. Her mother, Bess Lavine, went to law school when Sherrie was in early elementary school. As a young child Sherrie read historical and law books, for pleasure reading. In 1989, when she was appointed to the District Court of Maryland, Sherrie Lavine Krauser and her mother Bess Lavine made history by becoming the first mother and daughter in Maryland to have served on the same court.

Sherrie Lavine Krauser entered college at the University of Maryland - College Park at the age of sixteen and was admitted to the Duke University law school after her junior year of college. She received her Bachelor's Degree and Juris Doctor of Law degree within six months of each other, at the age of twenty-two. She was one of only 22 women among the 150 students in her law school class and was sent by Duke as a delegate to the National Conference of Law Women. The following year the class was one-third women and today women are fifty percent of the law school students. Sherrie Lavine met her husband Peter, also a lawyer, while both were working at the U.S. Department of Justice.

As a member of the Prince George's County Bar Association, Sherrie Krauser spearheaded the organization and success of the High School Mock Trail Lawyer Competition, earning national recognition from the American Bar Association in 1983. She was instrumental in laying the groundwork for the county's first Family Crisis Shelter for victims of domestic violence. Her wide ranging civic activism has also extended to groups ranging from the Business and Professional Women's organization to the Board of Directors of the Jewish Social Services Agency.

Sherrie Lavine Krauser was appointed Associate Judge of the Fifth District Court in 1989 and in 1995 she was appointed to become the first female to serve on the Circuit Court for Seventh Judicial Circuit in a decade, and the first Jewish woman ever to sit on the bench in that court. Committed to equality under the law for all, Judge Krauser has received numerous awards including an Award for Promotion of Equal Access to the Courts from the Maryland Hispanic Bar Association.

Building on her mother's legacy, Judge Sherrie Lavine Krauser has pioneered new territory in her own life and work. She has served in leadership positions in the Prince

George's and Maryland State Bar Associations, the Women's Bar Association of Maryland, the Prince George's Maryland Judicial Conference, and the National Association of Women Judges. She combines an active family life and a successful legal and judicial career with extensive community activism.

REFLECTIONS ON LEADERSHIP

What makes an effective leader?

To be effective, a leader must earn respect and loyalty by demonstrating a clear vision of a goal for herself and others, and the ability to achieve that goal with their support and assistance. A leader may be wise and perceptive in personal relations, strongly focused on new ideas, effective in achieving goals set by others, or all three. Leaders are guides into new areas of achievement for themselves and others.

Who are women leaders who have inspired you?

My mother, Bess Lavine, inspired me to believe that I could achieve professional success without sacrificing the personal fulfillment of marriage and children. My aunt, Clayre Blavatt, through her wisdom and love, taught me to find the value and dignity in all persons. Professor Barbara Babcock inspired me to set high standards and goals for myself.

What have been your most rewarding experiences as a leader?

As a young lawyer, I developed a Mock Trail program for Prince George's County high school students. My most rewarding professional experience was helping that program grow from about 25 students in 4 schools with the assistance of 10 teachers, lawyers and judges to a program including students in all of the public high schools and many parochial schools in Prince George's, Charles, Calvert and St. Mary's Counties, and over 200 teachers, lawyers and judges. The Mock Trail program is still a fun way for students, their parents, and teachers to learn to respect our differences by showing that there is usually merit in both sides of any case. I am always delighted to meet graduates of the program, and hear about the self-confidence they gained through it.

What advice would you give to young people regarding their rights and responsibilities as leaders?

I would advise young people to set high goals for themselves, and to work hard to achieve them. If you keep your eyes focused on the right goals, others will fall in behind you. Respect yourself, and respect others whose goals and vales are similar to yours, and respect the differences among you. As long as you act responsibly, you can be an effective leader.

BESS B. LAVINE

Judge, Lawyer, and Civic Activist

PROFILE

Bess Lavine was a pioneer for women within the legal and justice systems. Born the daughter of Russian Jewish immigrants, she became the first person in her family to graduate from college. She was raised during the Depression by her older sister after their mother died. Bess Lavine opened her heart and mouth and began "defending" people who were treated unfairly while she was still a young girl. She believed strongly in community service and saw law as a field for public service and fighting for people's rights.

A tireless community activist, Bess Lavine helped organize effective groups ranging from citizens associations and political clubs to the local League of Women Voters and Jewish Social Services. She and her husband, Irvine (Bud), a patient attorney, often worked together - at home and in the community. When she was just twenty-six years old, she was elected Judge of the Prince George's County Orphans' Court, a position that did not require a law degree. She was the first woman and first Jewish person to be elected to countywide office in Prince George's County. While raising her children and serving as a judge, Bess Lavine went to law school at night and graduated in the top of her class of the University of Baltimore School of Law in 1959. At that time, it was rare for women to become lawyers; there was only one other woman in her law school class and a total of five women lawyers in the county.

Judge Lavine was appointed Chief Judge of the Orphans' Court, She established a private law practice and was one of the first to be actively involved with juvenile rights and women's issues. However, in 1960, she was rejected for membership in the Prince George's County Bar Association because it had never had a woman member. The uproar caused by her rejection subsequently opened doors to the admission of women lawyers. In the early 1970's, in her living room, she organized the first Prince George's County Women Lawyers' Caucus, now an active branch of the Women's Law Association.

She was deeply concerned about problems in the juvenile justice system and was the first woman in the state of Maryland to be appointed to the Juvenile Court. While serving on that court she began a child advocate system to represent the interests of children, separate from those of their parents, within the legal system. She started the Children in Placement review, now called Foster Care Review. As a result of her leadership, foster homes in the county were reviewed for quality and appropriateness

for the first time. She also developed procedures to assure that both parents were notified about and involved with their child's disposition; previously fathers had often been excluded. Judge Lavine was instrumental in the establishment of the first group home for adolescents with emotional disabilities in the county.

In 1978, Judge Lavine was appointed to the District Court where she served full time until 1989, and continues to serve as a retired judge. On the District Court, she became involved with issues of domestic violence and, among many activities, testified before the Maryland General Assembly in support of legislation, to provide greater protection in spousal abuse cases. She and her daughter, Sherrie Lavine Krauser, became the first mother and daughter judges in Maryland history.

REFLECTIONS ON LEADERSHIP

What makes an effective leader?
An effective leader must be able to understand the needs and concerns of other people, verbalize those concerns, and take appropriate action. If one can project caring integrity, and intelligence, others will place confidence and trust in that person.

Who are women leaders who have inspired you?
Eleanor Roosevelt inspired me as a child. As an adult in the 1950's, I was motivated by an officer in the League of Women Voters, Mary O'Dwyer, She believed in studying the problems; determining the solutions, and then working within the system to input those solutions into place.

What have been your most rewarding experiences as a leader?
My years on Juvenile Court when I received letters from young men and women who had graduated from the Juvenile Court system, thanking me for my concern and support. When I initiated a judicial review of children in foster care, and was able to reunite a foster child with his natural father. The mother had placed the child in foster care after her divorce and would not communicate with the father, who had moved to California; In the 80's working to make the judicial system more responsive to the criminality of domestic violence and gender bias; Witnessing my daughter's investiture as a judge recognizing that competent women were now welcomed to the Bench.

I never minded keeping myself busy all the time. I really felt I had a purpose and that I could make a difference. I never thought, "what's the point because I had so little to add." Instead, I always thought being part of the community and people caring about each other was important. I never planned to be an attorney or a judge but it happened. I fell into it because of what I cared about. I always felt the most important was my family - and that's the most important thing I'll leave behind

What advice would you give to young people regarding their rights and responsibilities as leaders?
Do not be destructive . . . be constructive.

RUTHAN LEWIS
Leader in Science and Technology

PROFILE

Ruthan Lewis, Ph.D., is a Mission Manager and Project Engineer for a variety of Space Shuttle payload programs for NASA's Goddard Space Flight Center. She has led aspects of and been on flight teams for missions including Space Station, Hubble Space Telescope, and Spacelab.

Ruthan Lewis received her Bachelor of Science in Biomechanics from the University of Maryland. She was the first woman at Texas A&M University to receive a doctorate in Industrial Engineering, with a speciality in Biomechanical Engineering. She worked at NASA Johnson Space Center while she pursued her doctorate. Her original doctoral research led to designs used for many spacecraft and astronaut tools and she was involved in a number of projects which focused on improving the work environment in space for astronauts. She experienced many aspects of astronaut training and spaceflight preparation. One of the highlights included donning and working in the extravehicular activity suit (the space suit) both on dry land and underwater in simulated zero-gravity. She also scuba dived in NASA's neutral buoyancy underwater laboratories, helping develop astronaut tools and train astronauts. Additionally, she has flown on the zero-gravity aircraft and hopes to someday personally fly in space.

Although her career is very important to her, Dr. Lewis' non-work activities are also a mainstay of her life. She is a pilot and engages in a variety of flying activities. She is presently President and Chief Pilot of the NASA Goddard Flying Club and Goddard Aircraft Club, respectively, and is also a member of the Ninety-Nines, Inc. This is an international organization of women pilots. She enjoys physical activity and loves individual and team sports and athletics. She also enjoys playing music and desires to become more proficient with many instruments including guitar, banjo, and piano. Her community service has included volunteering at the National Zoo in wildlife education.

REFLECTIONS ON LEADERSHIP

What makes an effective leader?

I believe their are a number of characteristics that contribute to making an effective leader. A leader must be able to see the "big picture." She or he must be able to identify specific goals and conceive paths to accomplish those goals. This demands inquisitiveness, the pursuit of knowledge,

asking thoughtful questions (and answering questions thoughtfully), creativity, and resourcefulness. As a member of a team, a leader must appreciate and be able to identify and use the talents of her team, serving as an active team member willing to do anything which would be asked of team members. A leader needs to be a good listener, readily accepting and assessing the input of others. Leaders need to set an example, to take risks, sometimes calculated, sometimes intuitive. Leaders should accept responsibility for their actions and the actions of their team. Leaders also carry themselves with confidence not cockiness. Leaders may discover their limits, but at the same time try to stretch them.

Who are women leaders who have inspired or motivated you?

I have admired many women throughout my life; they come from all walks of life. Sometimes, it may not be the person as a whole that I admire, but particular behaviors, accomplishments, actions, etc. to which I aspire or that I would like to adopt or model. They have offered and continue to offer examples I can use to continually grow and mature. I have been very fortunate to work with wonderful, dedicated people - focused on visions similar to my own; they have made a great difference in my life.

What have been your most rewarding experiences as a leader in your field?

As an engineer in our nation's space program, to experience and observe the missions to which I have contributed and influenced proceed safely, smoothly, and successfully is tremendous and makes me feel very proud. Seeing my work in space is a real treat and fulfilling! To be a part of a team to make these space missions happen is heartfelt and inspiring. Generally, seeing a product of my efforts being used or applied or observing the product being used in ways not expected which leads to the creation of new ideas is always enriching. Seeing others benefit from my actions is also very uplifting. It is also rewarding when my peers come up to me in person and say "good job." I also love learning new things; in my business there is an endless opportunity to learn and do more.

What advice would you give to young people regarding their rights and responsibilities as leaders?

Accept and explore various ways to attain your personal and career goals. If you find something that really interests you and you delve into it passionately, the potential for leading in that area is there. Note I say "potential." Certainly you have the right to pursue a position, but there are never guarantees. There are many circumstances outside of our individual control that affect the direction we take in life. Expect mistakes to happen; human judgment is full of surprises. Use mistakes, surprises, and distractions to your advantage. It may be worthwhile to attempt to establish "parallel paths" in the pursuit of career and life goals.

I personally dislike someone telling me that I can't do something; it generally inspires me to pursue something even harder. Accept challenges. Taking risks may not be comfortable. Stretch your comfort zone and you may end up stretching yourself, your mind, and your abilities.

JANICE MARSHALL
Crab Picker Co-op Organizer

PROFILE

Janice Marshall was born and raised on a tiny Island in the middle of the Chesapeake Bay known as Smith Island, Maryland. She raised her family there and continues to live and work there. Her people have always been "Island people" with her father's family coming from Tangier Island and her Mother's family coming from Tilghman Island. She has been married 36 years to Bobby Marshall and has two children and two grandchildren.

Janice lived in the community of Tylerton where the church and school were always the centers of activity. Tylerton has had a one-room school since the early 1800's and the new, modern one-room school built in 1974 was her part time place of employment for 26 years. As a custodian for the Somerset County School System, she was very proud to take care of Maryland's only one-room school. In fact, it was the only operating one-room school east of the Mississippi River. In 1995 when the school was closed, the community lost a piece of its heritage and history. At the closing she was transferred to the Mainland where she works at Crisfield High School. Her granddaughter Jacqueline who attends Woodson Middle School in Crisfield, Maryland does not ride a school bus like most children. She rides a school boat to and from the Mainland every school, crossing 12 miles of water each way.

Janice has always been active in her community. She served as PTA President 3 times, United Methodist Women's President 4 years, and another 4 years served on the Somerset County Sanitary Commission, being the first woman Commissioner. She loves to talk to groups about where she lives and works, being very proud of Smith Island. It's a heritage she wouldn't trade with anyone. Janice participated in the local crab-picking industry on Smith Island, and in the 1990's organized a cooperative to save the crab-picking industry which was in danger of being eliminated.

REFLECTIONS ON LEADERSHIP

What makes an effective leader?

Being surrounded by water on all sides, our livelihood on Smith Island comes solely from the waters around us. Crabbing is the main thing we make our living with. The men catch hard crabs that Mainlanders enjoy at Crab feasts; the delicious soft shells you get in restaurants more than likely will come from Smith Island.

For about 30 years now, Island women have had a little side business of their own. We know how to cook and pick crabs so it is no wonder when one or two people tried crabcakes on the Island, they would always say "these are the best crabcakes I've ever tasted." Well, it didn't

take us long to figure out we could make some extra money by selling our Mainland friends a pound of crabmeat so they could make good crabcakes too, and that is how crab picking started on Smith Island; with each person being able to make some extra money to help out with family needs. There are few jobs for women on Smith Island and crab picking seemed to be an answer to many problems with the economy getting the way it is. Everything was going so good, the women of the Island were making a little extra money, Mainland people were getting shell-free crab meat clean and fresh as they could find anywhere. Everyone was happy until a day in August, 1992, when the Maryland Health Department officials stepped in and ended a way of Island life we had depended on for so many years. At that instant, I realized my family's way of life - my community's way of life - was in jeopardy. A home business operated for decades by the women of Tylerton would cease without the determination and leadership needed to confront the barriers in front of us. Our community needed this business to ensure its future and from this position, I gained my strength and determination. It took four years working hand-in-hand with my State Representative, Lowell Stoltzfus, as well as Allen Taylor, Chief of the Maryland State Health Department, and many others, to eventually establish a crab picking facility that would meet all Health Department requirements and give Island women a wonderful place to work, fully licensed by the State of Maryland.

Who are women leaders who have inspired or you?

Some of the women leaders who have inspired and motivated me in my life were my Sunday School and Bible School teachers. From an early age, I remember going to church and these few women were always there teaching me to live with high morale standards for myself, to love and respect others, my church and community. They are not famous, far from it, but I learned from their example about commitment, responsibility and concern for others. They served without pay, and often without recognition for their great responsibility. Also, my parent's love for me when I was young provided a good foundation. This all prepared me to stick with things I believe in.

What have been your most rewarding experiences as a leader in your field?

My most rewarding experience as a leader in my field occurred on June 27, 1996, when the Smith Island Crabmeat Co-Op, Inc. opened for business. That is the day 15 women of Tylerton moved into a $300,000 picking plant and started as licensed, professionals in the crabpicking field. Our first and biggest customer, The Rusty Rudder Restaurant in Dewey Beach, Delaware, give us the first big orders for our product and made a lot of women proud that day. All of the hard work, the turmoil, the heartache, were gone for that day. I was very proud our island community had such a wonderful place for people to work.

What advice would you give to young people regarding their rights and responsibilities as leaders?

My advice to young people regarding their rights and responsibilities as leaders is that if you have a sincere belief in what you are doing, then take on the responsibility of being a leader. Have a very small ego and a big sense of humor. Others may not be there to help, and often resentment towards the 'leader' can get in the way of progress and it can wear you down. Keep your sights on a goal, don't compromise your principles, don't be 'wishy-washy' in your commitment. While at times, it may not seem worth the "trouble," the reward in a sense of personal fulfillment will come.

CAROL A. MEHRLING

Chief of Police and Youth Activist

PROFILE

Carol A. Mehrling is a native Washingtonian who migrated to Montgomery County, Maryland in 1960. She attended Montgomery Blair High School and graduated with honors. With the assistance of a Police Association scholarship, Carol attended Montgomery Junior College and graduated cum laude with an Associate of Arts degree in Police Science. She pursued a Bachelor of Science degree and graduated with honors from Towson State College with a major in Sociology and a minor in Political Science.

Carol joined the Montgomery Police Department in 1971, as a detective in the Juvenile Aid Section. She rose through the ranks, covering numerous and varied assignments which included the Youth Division, the Narcotics Section, Patrol Division, Director of the Police Training Academy, Captain of the Youth Division, District Commander of the Bethesda District Station and Major in charge of the Investigative Services Bureau. Then in 1995 she was appointed Chief of Police. She is the only female to have achieved the ranks of Captain, Major and Chief.

Being an advocate for young people, she created the Child Exploitation Subcommittee of the Council of Governments in 1990 and co-created Operation Runaway, a public/private partnership for runaways and out of control youth. She is a strong advocate of the DARE program and Prom Promise, addressing issues of drug and alcohol abuse. Carol is also an active member of the HEROES organization that aids families of slain police officers.

As a leader in her field, Carol believes that her most rewarding experiences stem from the fact that she is recognized and supported by her peers and that she is seen as the candidate of choice to lead the Montgomery County Police Department into the 21st century.

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REFLECTIONS ON LEADERSHIP

What makes an effective leader?

An effective leader is one who has gained the trust of the organization so that others want to follow to collectively accomplish goals. To be a good leader a person needs to be able to assemble a team that is motivated and committed to making a difference. A leader should be a positive motivator, sincere, focused, involved, and accountable.

Who are women leaders who have inspired or motivated you in your life?

My mother who sacrificed for our family inspired and motivated me.

What have been your most rewarding experiences as a leader in your field?

My most rewarding experiences have included being a part of the success of others and our department, being recognized as the candidate of choice to lead our department into the 21st century, and being recognized and supported by my peers.

What advice would you give to young people regarding their rights and responsibilities as leaders?

We are all capable of being leaders - there are always those waiting in the wings for the opportunity to be recognized. We must always do our best and be prepared to accept that challenge when our time arrives. Our young people must also set goals for themselves. This coupled with adults and role models for support will prepare the next generation for a meaningful and productive future.

RACHEL S. POLK
Community Activist

PROFILE

Rachael S. Polk has provided leadership in Wicomico County in a variety of areas. She has served as Chair of the Wicomico County Commission for Women, PTA President, and directed Project Sisterhood, a mentoring program for African American young women in Salisbury. She is an active member of the NAACP and was co-chair of the minority affairs committee of the Wicomico County Board of Education.

She worked with the Wicomico County Public School System as they sought to adopt history textbooks which she felt did not reflect the multicultural reality of our nation. In particular she believed that the textbooks did not include sufficient information about the role of African Americans in the history of the United States. Her concern was similar to the spark that began her multicultural bookstore, Grassroots; "Without a past, you do not know the present and can not plan the future." The School Board listened to her concerns and decided to use additional multicultural resources.

Rachael Polk is an honors graduate of Morgan State University and enjoys family life with her husband and four children. Her motto is "Knowledge of self is power; Discover it; Use it." For Rachel Polk, her spiritual connection is the source of her determination and strength.

REFLECTIONS ON LEADERSHIP

What makes an effective leader?

An effective leader is that person who rises to take the helm of a particular group and is most influential in persuading that group to act. An effective leader is a motivator. Moreover, an effective leader is that person who can best articulate the needs, concerns, goals, etc. of a particular group, and provide cohesiveness within it. Given that description, we immediately see that even a gang leader can fit the profile of an effective leader. It may also explain why many of us in the community have to combat the impact of ***negative*** *leaders. The ability to persuade and to inspire to action can be dangerous in the hands of negative people. While often not in the description of effective leadership, the phrase* ***the power to nurture*** *ought to be one of the qualities of today's positive leaders.*

As a community activist and as a mentor for young people, it is my expressed purpose to uplift those within my charge. The gift of leadership is just that - a gift; I did not purchase it. Neither

did I receive it because of merit. I am aware of the value of this gift and work diligently to use it wisely.

Who are women leaders who have inspired you?

There have been many women in my life who have inspired me beginning with my mother who showed me by example the art of diplomacy. However, during my formative years, in addition to my mother, the inspiration to excel in life came from two of my sixth grade teachers who expected and did not accept anything less than the best from their students. Both of them, Dr. Marian Church and Mrs. Gladys Goslee, are still in education today. They have always been the personification of positive leadership in the classroom! I learned the value of educating myself because they taught me how. When I, along with four other students, were sent to integrate one of the local high schools during our eleventh grade school year, it was Mom's art of diplomacy, and Dr. Church's and Mrs. Goslee's combined message of values and of educating myself no matter the obstacle (and we faced many!) that I had to rely on. I am fortunate that all three are alive today. Any contribution that I make to society is my gift to them.

What have been your most rewarding experiences as a leader?

Since 1992, I have been involved with issues of equity in education, first as a member, and later as co-chair of the Minority Affairs Committee. This committee drafted a response to a race equity profile at the request of citizens concerned about recurrent issues of racism within schools. Our recommendations were adopted by the Board of Education. As part of a textbook selection committee I was utterly disappointed to discover that very little had changed in our textbooks since I was in grade school. It was as if no one had played a major role in the development of this country other than the European male. Such a stance places too many of our children on the peripheral of 'American culture' rather than children whose ancestors both men and women, have contributed to its development. After presentations before the superintendent and the school board, the school board recommended the purchase of suggested supplemental materials.

What advice would you give to young people regarding their rights and responsibilities as leaders?

Young people who demonstrate leadership qualities should be taught to cultivate those qualities that will ***positively*** *impact the lives of others. As I have noted, the power to persuade carries with it a major responsibility.*

We are all in this together. If there is a leader, there must be a follower. Whether it's on the playground or in the fraternity house, all young people need to understand that they can play a major role in creating the kind of environment that they want to have.

Young people need to educate themselves. It takes ***attitude*** *- the belief that you can do it and* ***agency*** *- acting on behalf of yourself and others. Students have the right to express themselves, to be heard, and to have an education that is challenging and free from racial and sexual harassment.*

ROSE A. POWHATAN
Indian Commissioner, Educator, and Artist

PROFILE

Rose A. Powhatan is an enrolled member of the Pamunkey Indian Nation, an historic tribe of this region. The Pamunkey were once the leading tribe in the Powhatan Confederacy, which included Virginia, Washington, D.C., parts of Maryland and North Carolina. The Pamunkey Reservation in King William County, Virginia is the oldest reservation in the United States of America. Rose Powhatan earned both her undergraduate and graduate degrees in Art Education and Art History from Howard University in Washington, D.C.

Numerous professional and community service awards have been presented to Rose for achievements on a local, national and international level. These include Kiwanis Teacher of the Year Award, Fulbright Teacher Exchange Fellowship Award, and an appointment as a Commissioner to the Maryland Commission on Indian Affairs. Her board memberships include the Friends and Community Board of the John F. Kennedy Center for the Performing Arts in Washington, D.C.

Rose's life is a kaleidoscope of professional activity. She has created critically-acclaimed art installations, murals, totem poles (a traditional art form in this region), stage craft, costumes, a series of educational posters, and written plays. Her work as an art educator has included teaching practically all the studio arts in her 23 years of teaching secondary art in Washington, D.C. and the United Kingdom. Her curriculum writing has included materials written as part of the District of Columbia Public Schools Multicultural Initiative, which focused on the integration of Native American knowledge into mainstream subject areas.

Rose's passion for cultural preservation through her work is a family affair. She is the daughter of Georgia Mills Jessup, a Pamunkey artist of world-class stature, whose work is included as part of the permanent collection of the National Museum of Women in the Arts, and the wife of Michael Auld, a Jamaican/Taino artist. Rose and Michael have three sons, Ian, Alexei and Kiros. Kiros is an active participant with his parents on the "pow wow circuit."

REFLECTIONS ON LEADERSHIP

What makes an effective leader?

An effective leader is well prepared to meet any challenge that she may encounter on her life's journey. She has the wisdom to remember and file away both positive and negative experiences which can be retrieved and put to productive use as needed. Being focused and task-oriented also requires that a fair-minded leader never lose sight of the team objective- and keep it before her own personal ambition.

Who are women leaders who have inspired or motivated you in your life?

I have always marveled at the courage of Pocahontas. She embarked on a mission that had both a negative and positive impact on the lives of indigenous Americans of both her own time and that of future generations. Will we ever fully understand what motivated her to "assimilate" and leave her own world behind? Her actions have encouraged me to value my cultural heritage and work even harder to uphold the legacy of my ancestors through my life's work. I often find myself in the role of "bridge person," somewhat like Pocahontas, in fostering a positive dialogue between indigenous Americans and mainstream society both at home and abroad. I worked in the town of Gravesend, England, with children at the St. George's Church of England School, which is affiliated with the church where Pocahontas is buried. My work on a Fullbright Teacher Exchange Fellowship with the young people seemed to be in fulfillment of the goodwill engendered through the assistance that was given to the family of Pocahontas in 1617.

What have been your most rewarding experiences as a leader in your field?

I come from a family of 29 practicing artists. My family members have distinguished themselves in the literary, performing and visual arts. Competition at home encouraged me to excel in my chosen profession, yet never forget to help others achieve their full potential. My quest for excellence and relevance has enabled me to exhibit my art on local, national and international levels; become an advocate for non-violent conflict resolution; participate in meaningful, historically significant projects. My latest venture was being part of a five-member team that helped to enable the indigenous tribes of Maryland to receive legal recognition. In addition, I have also worked anonymously to effect a positive change in the lives of families and indigenous communities of this region. I prefer to thank God and credit my personal faith for blessings.

What advice would you give to young people regarding their rights and responsibilities as leaders?

"Never give up!" Although my family lacked material wealth, it was rich in creativity and determination. My mother was number 13 in a family of 18 children. I was taught by her to work beyond my supposed limitations. Don't make excuses for why you "can't do." Achieve more than you "can do!" I have overcome speech and hearing problems to become an effective speaker and an attentive listener.

Don't limit your aspirations. Become a well-informed leader. Read! Read! Read! I left the confines of my segregated schools and neighborhood through reading-long before the Supreme Court integrated schools and public facilities throughout the nation. As a citizen of the world, learn to appreciate and cultivate the universality of the common good that we all share. No one nation or race of people on earth has the sole authorship of decency. Use our commonly-shared positive attributes as strengths to build a better future for yourselves and your fellow human beings.

Stand on the shoulders of your mentors and family to reach your goals. If you don't have a family member you can depend upon, find a mentor at school, at church or in your community. Hopefully, we will not stumble and fail you, but if we are less than perfect, maintain your balance and self-respect. Let "not one for one, but all for all," guide your life, as it has mine . . . and you will "never give up!"

ANNA M. ROSARIO

Federal Women's Program Manager and Hispanic Community Activist

PROFILE

Anna Rosario was born in Yabucoa, Puerto Rico. As a young child, she and her grandmother migrated to New York City. She relocated to the Washington, D.C. area in her late teens.

Anna became employed with the Federal government in 1972, and has worked for the Department of Justice since 1978. Presently, she serves as the Department's Federal Women's Program Manager. Her responsibilities include encouraging positive dialogue between men and women, and introducing creative approaches to problem solving. She is presently managing a highly successful initiative to prevent and eradicate sexual harassment in the Department of Justice.

In the late 1970's, adding to the never-ending task of parenting two children as well as fulfilling career and home responsibilities, Anna became involved in the Hispanic community. This involvement was influenced by her father-in-law, the late Carlos Rosario. As a youngster growing up in New York City, Anna was always interested in civil rights issues, Hispanic and women issues in particular.

In 1990, and again in 1995, Anna was appointed to the Maryland Commission for Women. She has made important innovative contributions by working to ensure that the concerns of the Hispanic women of Maryland are addressed. Anna is an active member and past President of the National Conference of Puerto Rican Women Tri-County Chapter of Maryland, and is very active in other civil and community organizations. She has received distinguished professional and community awards throughout the years.

Anna continues to work hard to make life easier for her family, and to help make life better for women less fortunate than herself. One aspect of her life that she finds most rewarding is to have her son and daughter tell her that they are proud of her accomplishments.

REFLECTIONS ON LEADERSHIP

What makes an effective leader?

An effective leader is one who has emotional appeal, charisma, and influence, who instills in others the confidence and desire to follow them. A leader has a high level of energy and social skills. The primary responsibility of leaders is to achieve the goals of their organization. However, in order to be effective they must also meet the needs of their followers.

Who are women leaders who have inspired or motivated you?

I was seven years old when Rosa Parks, a black woman in Montgomery, Alabama, refused to sit in the back of the bus. She knew it was the law in Montgomery that she give up her seat to the white passengers, but she also knew the law was unfair. I learned about Rosa Parks in the mid 1960's. At the time, I didn't quiet realize what it all meant or that this had marked the beginning of the civil rights movement in America. I do remember being inspired by the spirit and determination of this remarkable woman. She is referred to as the "Mother of Civil Rights movement," and she is still my hero!

What have been your most rewarding experiences as a leader in your field?

I have spent all of my adult life working for social change and ways that people can live and work together harmoniously. Through my work at the Department of Justice and my community involvement, I believe that I have made an impact for positive change by instilling in both women and men the desire to treat each other with dignity and respect. Above all, I have sought to prove that women have the ability and competence to achieve as much as any man, if not more. I will remain committed to those moral ideals, which I believe are valuable in crating a stable, just, and honest world. We can all make a difference!

What advice would you give to young people regarding their rights and responsibilities as leaders?

First of all, we must recognize and accept the fact that not all of us are born to be leaders. Some of us are more comfortable being followers, and that's okay too. If, however, you do possess leadership qualities, I strongly encourage you to use those skills wisely. You should welcome each new challenge with optimism and think of "defeat" as merely a stepping stone to a greater, more creative way to problem solving. To become an effective leader, you must work hard to gain the respect and confidence of those around you.

IN MEMORIAM

MYRA POLLACK SADKER

1943-1995

Leader in Gender Equity in Education

PROFILE

Dr. Myra Pollack Sadker was a pioneer in the field of gender equity in education. She wrote the first book on the impact of sexism, entitled **Sexism in School and Society**, published in 1973. Working in collaboration, she and her husband, Dr. David Sadker, became two of the foremost authorities in the nation on gender equity and its impact on classroom instruction. Myra and David never hesitated in their research, teaching, and training about the issue of sexism, regardless of the unpopularity of the subject or the negative reactions they sometimes experienced as a result of their findings.

Myra was the author or co-author of six books and more than seventy-five articles. She and David were involved in training programs impacting on thousands of teachers in over forty states, as well as overseas. Her most recent book, **Failing at Fairness: How America's Schools Cheat Girls**, also written with David, is a principle resource for educators and parents seeking to understand the impact of sexism on schooling for girls. She also appeared on numerous national television programs to talk about gender-fair education.

Myra was a professor at the American University in Washington, D.C., and former Dean of the School of Education. She was also an outstanding teacher. Myra inspired and supported her students in the pursuit of learning, expecting the best from them, as she had always demanded of herself.

After fighting a courageous battle against breast cancer, Myra died in 1995. Myra knew she was taking a risk in electing to undergo a bone marrow transplant for breast cancer, but believed strongly that she wanted to do everything she could to get well. Her determination to combat her cancer reflected Myra's strength exhibited throughout her short but rich life. She took risks, spoke out for what she believed in, and left an example of courage for all of us to follow. This is especially true for her daughters, Jacqueline, a student at Columbia University, and Robin, an intern in New York City.

Myra Sadker will be remembered as a leader who made a difference in our lives, in the lives of our daughters, and in the lives of millions of girls and women everywhere. Myra's leadership will be greatly missed.

REFLECTIONS

To reflect on Myra Sadker's leadership in the field of gender equity in education, individuals can read the last book that she co-authored with her husband, David Sadker.

FAILING AT FAIRNESS
HOW AMERICA'S SCHOOLS CHEAT GIRLS
Myra and David Sadker
Charles Scribner's Sons, 1994
Macmillian Publishing Company
866 Third Avenue
New York, NY 10022

JEAN W. TOOMER
Activist in Human and Civil Rights, Violence Prevention, and Prejudice Reduction

PROFILE

Jean Toomer has served as a leader in human relations, civil rights, violence prevention and prejudice reduction in both paid and volunteer positions for more than two decades. She has been an administrator with the Howard County Office of Human Rights and Human Rights Commission and the acting Executive Director and Co-Founder of the Mediation and Conflict Resolution Center at Howard Community College. She has been instrumental in developing conflict resolution and peer mediation programs in Howard County Schools. As a community leader she has worked with other individuals and local organizations to establish such programs as the first before-and-after school care programs in Howard County, the Columbia Association of Volunteer Services, and the Howard County Human Rights Commission Newsletter and Cable TV program.

Jean Toomer has been honored by receiving appreciation awards from the Maryland Human Relations in Education Consortium, was named the Howard County Volunteer of the Year, and was selected as one of "Maryland's Beautiful People" for her volunteer efforts. Jean enjoys time with her family; her husband Clarence, children Debra, Douglas, David, Diana, and Donna, and grandchildren Nia, Lisa, Davianne and Rachel.

REFLECTIONS ON LEADERSHIP

What makes an effective leader?
My opinion is that an effective leader is one who has a vision or shares a vision and is able to work with others to plan, strategize and develop that vision in a collaborative manner. Producing programs that last beyond the leader's involvement is the most effective leadership. The qualities that determine a leader are a strong spiritual belief, passion about an idea, program, etc.; humility and ability to inspire and work with others; courage and a comfort with risk-taking; perseverance AND a sense of humor!

Who are women leaders who have inspired or motivated you in your life?
My mother always did "what she had to do" to care for her family - including being a teacher in the winter and a maid in the summer to ensure that I had a good education. Mary McLeod Bethune, who spoke often at my high school, affirmed my family, inspired pride in my African-American heritage and strengthened my commitment to improving human relations among all people.

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What have been your most rewarding experiences as a leader in your field?

My most rewarding experiences have been (1) to see my children develop into adults who care about others; and (2) the "institutionalization" of several ideas that others and I initiated, such as the Before and After School Care Program in Howard County; the Network of Neighbors Program in the Howard County Human Rights Commission for victims of hate activities; the Martin Luther King, Jr. Commission; the Fair Housing Poster Contest; Community Building in Howard County; Peer Mediation in Howard County Public Schools; and the Mediation and Conflict Resolution Center at Howard Community College.

What advice would you give to young people regarding their rights and responsibilities as leaders?

*As an American, you have the right to "life, liberty and the pursuit of happiness," including the right to say and do almost anything you choose. In most instances, your rights are limited **only** by the rights of others. In addition to your rights, each of you has natural talents and gifts; and you **are** a leader to someone in everything you say and do.*

As a leader, I believe you have a responsibility to yourself to develop your talents and gifts by nurturing your mind, body, and spirit; being thankful for all who contribute to your personal growth; being open to learning all you can from diverse sources and opportunities; and by living every moment with a sense of adventure, fun and thanksgiving. I believe you have a responsibility to lead others by sharing your talents and gifts with them.

KATHLEEN KENNEDY TOWNSEND
Lt. Governor, State of Maryland

PROFILE

Kathleen Kennedy Townsend is Maryland's first woman Lieutenant Governor. In this role she has made it her mission to build safe communities across the state by creating partnerships between citizens, police, business, education and religious communities, and government agencies. She has worked to improve the juvenile justice system, combat domestic violence, tighten Maryland's drunk driving laws, and strengthen crime and violence prevention programs, especially for young people.

Before her election, Ms. Townsend served as Deputy Assistant Attorney General in the U.S. Department of Justice. She has taught at the University of Maryland-Baltimore County, Essex and Dundalk Community Colleges, and at the University of Pennsylvania. She was the first Executive Director of the Maryland Student Service Alliance, a public-private partnership she founded with the Maryland State Department of Education to inspire young people to serve their communities. Under her leadership, Maryland became the first state in the nation to require all high school students to perform community service.

In addition, Kathleen Kennedy Townsend, a long time advocate for children and families, serves as the Chair of the state's Systems Reform Task Force for Children and Youth. She is the founder of the Robert F. Kennedy Human Rights Award, and was elected Chair of the Southern Region of the National Conference of Lieutenant Governors.

Ms. Townsend is a cum laude graduate of Harvard University and a graduate of the New Mexico Law School, where she was an editor of the law review. She has received numerous honorary degrees. She lives in Baltimore County with her husband, David, a professor at St. Johns College in Annapolis, and three of their four daughters, Maeve, 16; Kate, 12; and Kerry 4. Meaghan, 18 is in her sophomore year of college.

REFLECTIONS ON LEADERSHIP

What makes an effective leader?

First and foremost, an effective leader needs a sense of something greater than herself and a compelling vision to involve and inspire those around her. Then, she needs the determination and the will to work as hard as it takes to realize that vision.

Who are women who have inspired or motivated you?

Mother Jones, who helped organize the United Mine Workers and said, "Pray for the dead and fight like hell for the living;" Israeli Prime Minister Golda Meir, who showed unparalleled strength in forging a nation; and Sister Therese of the Little Flowers, who, through her example, taught the importance of small acts of compassion and love.

What have been your most rewarding experiences as a leader?

Creating and implementing initiatives that give people the opportunity to get involved and make a difference in their communities and the lives of others has been most rewarding for me. Examples are the Robert F. Kennedy Human Rights Award, making Maryland the model state for character education, requiring students to perform community service, the Police Corps, the community policing academy, and after-school programs.

What advice would you give to young people regarding their rights and responsibilities as leaders?

Life is a gift. Make a great adventure of it. You young people are the pioneers and explorers of your generation. Discover what you need to know. Seek justice and have the courage to love.

CONNIE MARTIN UNSELD
Leader in Education

PROFILE

As a teacher in the 1970's, Connie Unseld decided to begin her own school in order to meet the individual needs of young children. At a young age she became founder of the Unseld's School in Baltimore City. She purchased a building, acquired furniture, developed a state approved curriculum and opened her doors to all who would come. The school has grown consistently since it opened in 1978 and is currently approved for pre-school through eighth grade.

The 195 students in attendance come from Columbia, White Hall, Baltimore County and all over Baltimore City. Unseld's School has produced motivated, inspired learners who have gone on to achieve and succeed in high school and in college. Its rigorous offerings include foreign languages, computer education, dance, banking and advanced math. Connie's daughter and her father are staff members, a teacher and principal respectively. Mrs. Unseld works day and night, doing a lot of the work herself in order to keep the cost of tuition affordable. The Unseld's School has been featured in several newspapers and on six national television shows, being recognized as a National School of Excellence.

Connie Unseld also does volunteer work for other organizations including the Maryland Committee for Children and the Maryland Society for Sight. She enjoys family time with her husband Westley Unseld and her grown children Kimberly and Westley.

REFLECTIONS ON LEADERSHIP

What makes an effective leader?
An effective leader is a good listener. Qualities that determine a leader are compassion, flexibility - perseverance.

Who are women leaders who have inspired or motivated you in your life?
Women leaders who have inspired or motivated me in my life are my mother, Carrie E. Martin, and my first grade teacher Mrs. Hampton.

What have been your most rewarding experiences as a leader in your field?

The most rewarding experience as a leader in my field was opening the Unseld School. The most rewarding experiences as a teacher in my field is to watch the excitement of youngsters when they realize that they have learned something new. In addition, seeing my daughter, Kimberly, join the educational professional, has been very rewarding.

What advice would you give to young people regarding their rights and responsibilities as leaders?

The advice I would give to young people regarding their rights and responsibilities to be leaders is to believe that you can do what ever your heart desires. You must set high goals and be determined to reach them.

EVELYN PASTEUR VALENTINE
Business and Education Leader

PROFILE

Dr. Evelyn Pasteur Valentine is a nationally-known business woman and educator. She began her career as a teacher in Beaufort, North Carolina, where she taught home economics and general science. She then moved to Maryland, where she became a teacher, department head, assistant principal, principal, and central office administrator in the Baltimore City Public School System. Evelyn was also an assistant professor at Loyola College and an adjunct professor at Morgan State University. She received her doctorate from the University of Maryland at College Park.

Dr. Valentine is the eldest of 15 children, and as a major tribute to her parents - the late Joseph and Mildred Pasteur, she founded a management consulting firm. Evelyn is President and CEO of that business, THE PASTEUR CENTER FOR STRATEGIC MANAGEMENT Ltd. The firm provides Management Planning and Leadership training to business, education, government and public service organizations. She has traveled and studied in Japan, Korea, Hong Kong, Maylasia, Thailand, India, Germany, Holland, and England.

Dr. Valentine has provided service to national, state and local educational and business institutions. She is presently Director/Representative District VI, Phi Delta Kappa International, and was Past President, University of Maryland College Park Alumni Association. She has received several honors and awards, including being the recipient of the Distinguished Alumni Award from the University of Maryland's College of Human Ecology, the highest award given graduates by the college. Dr. Valentine was also honored as a "Distinguished Black Marylander" by the Towson State University Office of Minority Affairs. Evelyn was elected Teacher of the Year, State of Maryland, and was later named National Teacher of the Year Merit Award Winner. She is listed in: **The Who's Who Registry of Business Leaders; The International Who's Who of Intellectuals; Outstanding Secondary Educator of America; and Personalities of America**.

Dr. Valentine has spoken to professional groups and appeared on radio and television programs in the United States and Canada. Her latest book is entitled, **Strategic Management In Education: A Focus on Strategic Planning** by Allyn and Bacon Publishers. She has also published articles in several professional journals and newsletters and is a member of several professional organizations.

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REFLECTIONS ON LEADERSHIP

What makes an effective leader?
Being an effective leader means having a vision and not letting barriers get in the way of reaching your goals. As the eldest of 15 children, I assumed responsibilities and prepared my brothers and sisters for life's experiences.

Who are women leaders who have inspired or motivated you in your life?
The women who have inspired me are my grandmother, my mother, and my tenth grade math teacher. They were all firm, committed, and resourceful.

What have been your most rewarding experiences as a leader in your field?
As a leader in business and education, my most rewarding experiences have been not only teaching my brothers and sisters but also watching as they and my former students have become successful in life.

What advice would you give to young people regarding their rights and responsibilities as leaders?
I would tell them to take on leadership responsibilities, stay focused, and "to thine own self be true."

SUE FRYER WARD
Advocate for Aging Issues

PROFILE

Sue Ward was born in New Mexico and raised on the Navaho Indian Reservation. She attended fifteen schools throughout the United States and in South America before finishing high school in Washington, D.C.

Her undergraduate college studies were in Government, International Relations, with a Middle East speciality. She graduated from the College of William and Mary in Virginia, with one year at the American University of Beirut, Lebanon. Finding that her interest in working for solutions to human problems required a different training focus, she began graduate studies in Social Work at McGill University, Montreal, Provence of Quebec, and received her Masters in Social Work from the University of Utah, Salt Lake City.

Ms. Ward was appointed Director of the Maryland Office on Aging in February 1995. Prior to that, she served as the Director of the Prince George's County Department of Family Services, and Director of the Prince George's County Department of Aging. A delegate to the 1995 White House Conference on Aging, she served as President of the Board of the National Association of Area Agencies on Aging (NAAA) and Chair of the Maryland Association of Area Agencies on Aging. She serves on the Board of Hospice and is a member of the Boards of the Maryland Gerontology Association and the National Association of State Units on Aging. Ms. Ward is also commissioner of the American Bar Association Commission on Legal Problems of the Elderly, and is listed in **Who's Who Among Human Service Professionals**.

REFLECTIONS ON LEADERSHIP

What makes an effective leader?

The qualities that make an effective leader, I believe, are those that make an effective person. The ones which I strive to achieve are: 1) a vision, the imagination to see how the "world" can be better; 2) the courage to stick with one's convictions, ***not*** *just to "go with the flow" but to assess the implications of decisions; 3) compassion, 4) power sharing 5) an appreciation of diversity, and 6) a recognition that success accrues for the team, not the individual, that the counsel of every member should be sought, every idea is valuable, 7) continuing growth, both of the leader and the team members, and ethical behavior including the responsibility to admit and apologize for errors or wrongdoing.*

Who are women leaders who have inspired or motivated you in your life?

The number of women from whom I have received inspiration is legion. Such nationally known women as Eleanor Roosevelt, the Rev. Dr. Pauli Murray, Hillary Clinton, Barbara Mikulski, Dorothy Height, Gloria Steinem, Pat Schroeder, Shirley Chisholm, Wilma Mankiller and Maggie Kuhn have been my models. Frances Ann Glendening has combined career, child raising and public life most effectively, while being an ***active*** *volunteer. Major influences on my personal growth include Maida Springer Kemp, a pioneer of the labor movement, who has truly exemplified strength and grace in the face of prejudice. Margaret Conant showed me how to be an effective volunteer. Ann Little has taught me much about love of and sacrifice for family. Esther Miller taught me not be "stuffy" - with humor and especially good grace she pokes holes in pomposity. For hard work, Murt Foos and Meredith Miller are my models. My current friends and colleagues have all helped me grow and helped me lead. They are* ***all*** *important in my life. Most important inspirations, however, are my mother, Ione "Nonie" Fryer, and daughters, Beth and Lucille. Nonie saw me through 15 elementary and secondary schools, and was my first teacher in multicultural appreciation. Beth and Lucille continue that education and ensure that I will never quit growing.*

What have been your most rewarding experiences as a leader in your field?

The recognition and appreciation which I have received - such as the singular honor of being included in the Maryland Women's History Project - is rewarding beyond description. Probably the most rewarding experiences, however, have been the opportunities over time to meet and know new and interesting people. One of the highest compliments I have received was when someone said to me, "Sue, you have the most fascinating friends!" New people and new challenges lead to a continuation of personal growth, which to me is the greatest reward possible.

What advice would you give to young people regarding their rights and responsibilities as leaders?

The first piece of advice is to be yourself and to make the best possible use of yourself and your skills. Work hard at what you are doing now and prepare to do more. Recognize that all work is honorable (paid and unpaid!), and be willing to do anything reasonable in that work. My own motto is "Make Policy ***AND*** *Coffee." Dare to think, hope and believe in yourself and others and fight for what you believe in. Be a listener; ask questions; respect the ideas of others and be willing to learn from them. Be a volunteer, do something for someone else, and reap satisfaction beyond expectation. Participate actively in "networking" in your career and in the rest of your life. Enjoy your life, your work, your family, friends and colleagues.*

Maryland Women Leading the Way

Activities

This section includes a sampler of activities for schools and groups to use to explore the contributions of women leaders in communities, organizations, and a wide variety of work settings.

FIRSTS AND FOUNDERS

Match the names of historical Maryland women leaders who dared "to go where no women had gone before" with their accomplishments.

___ 1. One of the first women Navy admirals; developed COBOL computer language

___ 2. Publisher of the first newspaper to print the signed Declaration of Independence

___ 3. First to ask for the right to vote in a colonial legislature as a woman (in 1648)

___ 4. First woman presidential military adviser (to President Lincoln)

___ 5. First U.S. Saint

___ 6. First woman elected as a Democratic U.S. Senator

___ 7. First woman and first Asian American to co-anchor TV network news and weekly news magazine

___ 8. One of first leaders of the Underground Railroad

___ 9. First female war correspondent; sports reporter in early 1900's

___ 10. Chief of modern day Maryland Piscataway Nation

___ 11. First female jockey to ride in the Kentucky Derby

___ 12. One of first two U. S. Women to go into space

___ 13. First African American female to publish poetry in the U.S.

___ 14. First woman and first Hispanic U.S. Surgeon General

___ 15. Founder of American Red Cross

___ 16. Founder of adult education for new immigrants

___ 17. Developer of "blue baby" open heart surgery

___ 18. Founder of the bookmobile

___ 19. Founder of the environmentalist movement

___ 20. First woman to direct a major art museum

___ 21. First female Lt. Governor of Maryland

a. Mother Elizabeth Seton

b. Harriet Tubman

c. Mervin Savoy

d. Rachel Carson

e. Grace Hopper

f. Andrea Seefeldt

g. Antonia Novello

h. Judith Resnick

i. Mary Katherine Goddard

j. Sadie Kneller Miller

k. Barbara Mikulski

l. Connie Chung

m. Margaret Brent

n. Clara Barton

o. Frances Watkins Harper

p. Anna Ella Carroll

q. Dr. Helen Brooke Taussig

r. Kathleen Kennedy Townsend

s. Adelyn Dohme Breskin

t. Mary Lemist Titcomb

u. Henrietta Szold

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ANSWERS: 1-e; 2-i; 3-m; 4-p; 5-a; 6-k; 7-l; 8-b; 9-j; 10-c; 11-f; 12-h; 13-o; 14-g; 15-n; 16-u; 17-q; 18-t; 19-d; 20-s; 21-r.

write Women back into History

LEADING THE WAY
Women Leaders - Words of Wisdom

TO DO:

1. Discuss the meaning of the quotes below by women leaders. Write a poem or essay or create a drawing expressing what a favorite quote means to you.

2. Find out more about the life of one of the women quoted.

The time when you need to do something is when no one else is willing to do it, when people are saying it can't be done.
Mary Frances Berry
Civil Rights Leader
(1935 -)

No pessimist ever discovered the secrets of the stars or sailed to an uncharted land, or opened a new heaven to the human spirit.
Helen Keller
Writer, Educator, Disability Rights Activist
(1880 - 1968)

We're just getting started, we've just beginning to meet what will be the future.
Grace Hopper
Mathematician, Navy Admiral
(1906 - 1992)

There is a spirit and a need and a person at the beginning of each great human advance.
Coretta Scott King
Human Rights Leader
(1927 -)

Failure is impossible
Susan B. Anthony
Suffragist
(1820 - 1906)

(Continued on next page)

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Words of Wisdom (Continued)

We owe so much to the "way-pavers." Those women who broke new ground and paved the way for us to follow.

Ruth Bader Ginsberg
U.S. Supreme Court Justice
(1942 -)

No person can be a leader . . . Who is not a good person.

Sarah Winnemucca
Native American Rights Activist, Pauite Chief
(1844 - 1891)

I have crossed over on the backs of Sojourner Truth, Harriet Tubman, Fannie Lou Hamer, and Madame C.J. Walker, Because of them I can now live the dream. I am the seed of the tree . . . and I intend to bear great fruit.

Oprah Winfrey
Entertainer and Business Woman
(1954 -)

When you put your hand to the plow, you can't put it down until you get to the end of the row.

Alice Paul
Author of the U.S. Equal Rights Amendment
(1885 - 1977)

To me success and leadership means effectiveness in the world - that I am able to change it in positive ways.

Maxine Hong Kingston
Writer and Professor
(1940 -)

I want to be remembered as the person who helped us restore faith in ourselves.

Wilma Mankiller
First Woman Chief of the Cherokee Nation
(1945 -)

Walk the street with us into history. Get off the sidewalk . . . work for justice!

Delores Huerta
Union Organizer
(1930 -)

MARYLAND WOMEN: LEADING THE WAY

Match the names of these Maryland women leaders with their special occupation, position or achievement. Put the correct letter in the space next to women's name.

___ 1. Patsy Bowman	a. Deaf Advocate
___ 2. Catherine Gira	b. Lieutenant Governor
___ 3. Ginny Gong	c. Judge
___ 4. Jill Moss Greenberg	d. Director, Office of Aging
___ 5. Bess Lavine	e. Equity Activist
___ 6. Sherrie Lavine Krauser	f. Judge
___ 7. Janice Marshall	g. Developer of a School
___ 8. Carol Mehrling	h. University President
___ 9. Rachel Polk	I. Business Owner and Consultant
___ 10. Rose Powhatan	j. Conflict Resolution Leader
___ 11. Anna Rosario	k. Police Chief
___ 12. Kathleen Kennedy Townsend	l. Crab Picker Organizer
___ 13. Jean Toomer	m. Organization of Chinese Americans President
___ 14. Connie Unseld	n. Native American Leader
___ 15. Evelyn Valentine	o. Hispanic Rights Activist
___ 16. Sue Ward	p. Community Activist
___ 17. Ruthan Lewis	q. Scientist
___ 18. Colleen Akehurst	r. Gender Equity Leader
___ 19. Myra Sadker	s. Student Leader

Answers: 1-a; 2-h; 3-m; 4-e; 5-c or f; 6-c or f; 7-l; 8-k; 9-p; 10-n; 11-o; 12-b; 13-j; 14-g; 15-i; 16-d; 17-q 18-s; 19-r

TO DO:

1. Use the form below to interview a local woman leader.
2. Take a photograph of the person interviewed
3. Make a booklet or display of interviews and photographs

REFLECTIONS ON LEADERSHIP

Name of Woman _____

Area(s) of Leadership _____

1. What makes an effective leader? What are qualities that determine a leader?

2. Who are women leaders who inspired or motivated you in your life?

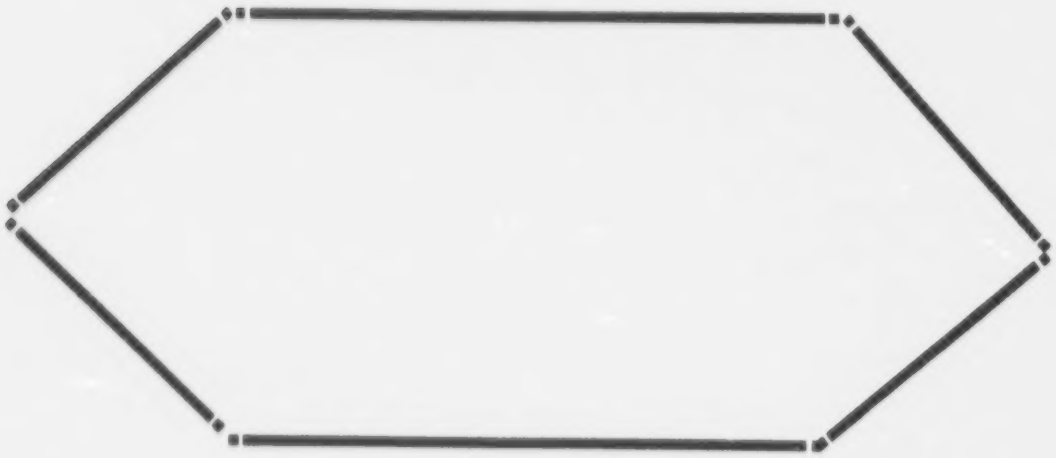
3. What have been your most rewarding experiences as a leader?

4. What advice would you give to young people about being a leader?

MARKING HER PLACE

TO DO:

Design a bookmark about your favorite Maryland woman leader. Remember to list at least three special facts about her on your personalized bookmark. Read a book about a woman leader and use your bookmark.



DEAR LEADER . . .

TO DO:

1. Write a friendly letter to one of your favorite Maryland women leaders, asking her questions about her life and telling her what you admire about her.

2. Remember the parts of a friendly letter: opening, greeting, body, closing, signature

3. Remember to check for correct spelling, punctuation, and capitalization.

(Opening: your address and date)

_____

_____

_____

(Greeting)
Dear _____,

(Body)

_____

_____

_____

_____

_____

(Closing)
Your Friend,

(Signature)

_____

ACTIVITY

THE ABC'S OF LEADERSHIP

TO DO:

1. Write an Alphabet Poem like the one below about a Maryland woman leader.

   Example: Maryland Women Leaders

Marvelous	W	L
A	O	E
R	M	A
Y	E	D
L	N	E
A		Responsible
N		S
Diverse		

2. Write an alphabet poem about one woman you admire. Remember to highlight as many of her outstanding qualities as possible.

   Name of Woman: _____

write Women back into History

HONORING WOMEN LEADERS

TO DO:

1. Design a button or postage stamp for your favorite Maryland woman leader.
2. Write a phrase about a significant contribution that the Maryland woman leader whom you selected has made.
3. Write about the positive influence that this Maryland Woman Leader might have in your life as you plan for your future career.

MARYLAND WOMEN LEADERS DISPLAY

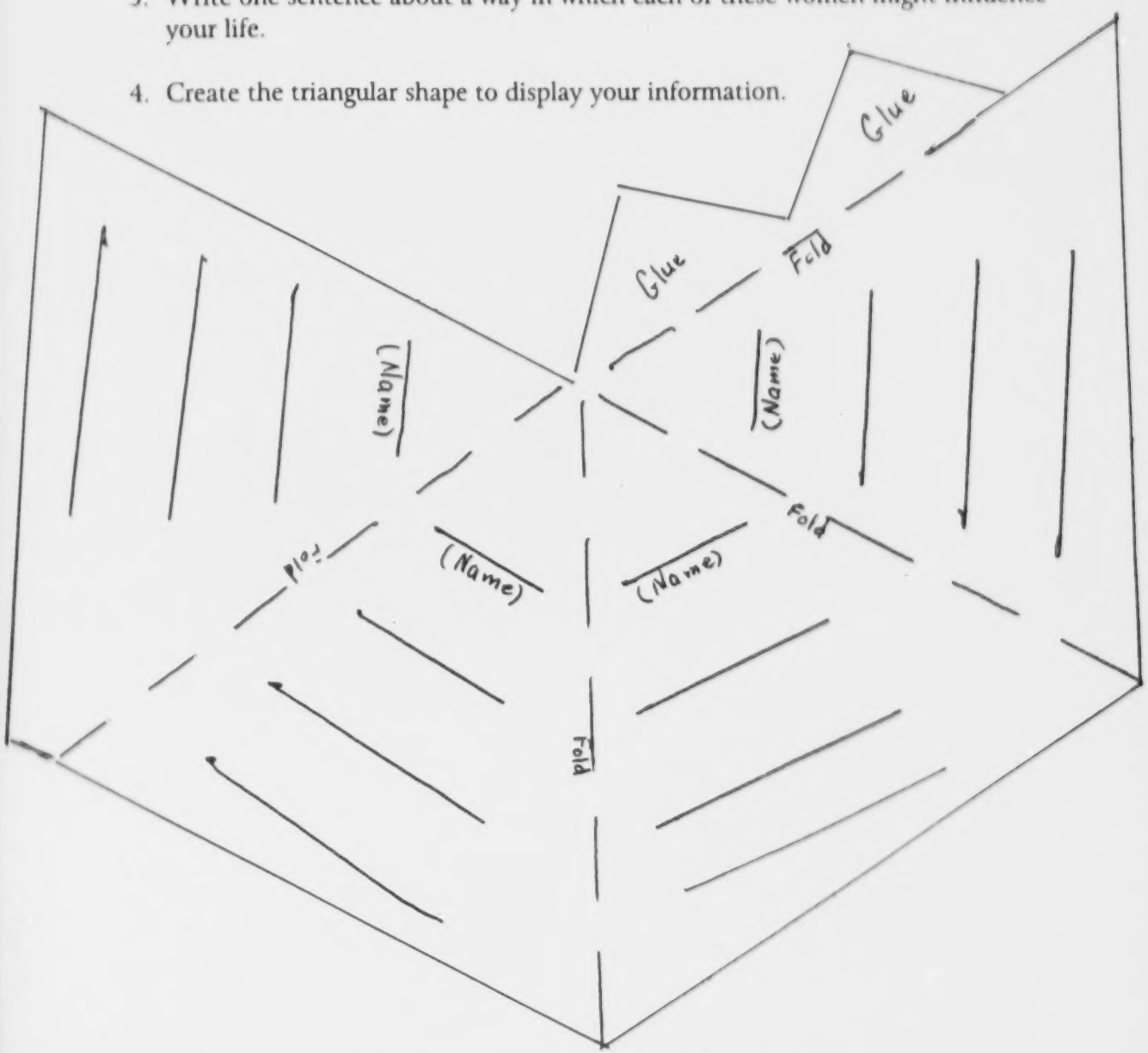
TO DO:

1. Use the triangle-shaped organizer below or make your own chart to compare four Maryland women leaders.

2. Summarize some information about the lives of the four women as you compare their differences and similarities.

3. Write one sentence about a way in which each of these women might influence your life.

4. Create the triangular shape to display your information.



A LEADERSHIP PUZZLE

TO DO:

1. Complete the multiplication problems below.
2. Using your answers, fill in the letters to complete the Puzzle Phrase at the bottom of the page.

Find the answers

(Sample)

2	3	4	5	6
x 2	x 3	x 4	x 5	x 6
4 = A	= D	= E	= L	= M

7	8	9	10	11	12
x 7	x 8	x 9	x 10	x 11	x 12
= N	= O	= R	= S	= W	= Y

Puzzle Phrase

			A									
		36	4	81	144	25	4	49	9			
121	64	36	16	49		25	16	4	9	16	81	100

ANSWER: MARYLAND WOMEN LEADERS

MARYLAND WOMEN'S HALL OF FAME

TO DO:

1. Nominate a woman leader for induction into the Maryland Women's Hall of Fame.

2. Call the Maryland Commission for Women for a nomination form (410-767-7137)

HISTORY OF THE MARYLAND WOMEN'S HALL OF FAME

The Maryland Women's Hall of Fame was established through the efforts of the Maryland Commission for Women and the Women Legislators of Maryland in 1985. Its purpose is to honor Maryland women who have made unique and lasting contributions to the economic, political, cultural, and social life of the State, and to provide visible models of achievement for tomorrow's female leaders.

The Maryland Women's Hall of Fame is currently located in the Maryland Law Library in Annapolis where a plaque and information about the honorees can be found. Among those honored are legislators, political and social activists, scientists, educators, writers, and spiritual and community leaders. They represent women who have shaped Maryland, the United States, and the World.

The process of selecting individuals for the Hall of Fame begins with a statewide request for nominations. An independent selection committee is comprised of representatives from the Maryland Commission for Women, the Women Legislators of Maryland, and the community of noted historians and educators. The committee annually selects up to five women from the historical and contemporary categories.

MARYLAND WOMEN'S HALL OF FAME HONOREES
Inducted 1985-1995

1985
Margaret Brent
Rachel Carson
Rita C. Davidson
Gladys Noon Spellman
Harriet Ross Tubman

1986
Lillie Carroll Jackson
Saint Elizabeth Ann Seton
Henrietta Szold
Jeanette Rosner Wolman
H. Margaret Zassenhaus

1987
Clara Barton
Frances Ellen Watkins Harper
Juanita Jackson Mitchell
Mary Shaw Shorb
Helen Brooke Taussig

1988
Barbara Ann Mikulski
Sadie Kneller Miller
Mary Eliza Risteau
Martha Carey Thomas
Verda Freeman Welcome

1989
Bertha Sheppard Adkins
Eugenie Clark
Lavinia Margaret Engle
Lena King Lee
Estelle R. Ramey

1990
Lucille Maurer
Enolia Pettigen McMillan
Pauli Murray
Adele Hagner Stamp
Mary Lemist Titcomb

1991
Rita R. Colwell
Mary Elizabeth Lange
Claire McCardell
Bessie Moses
Alta Schrock

1992
Annie Armstrong
Anna Ella Carroll
Rose Kushner Margaret
Collins Schweinhaut
Carmen Delgado Votaw

1993
Rosalyn Blake Bell
Lucille Clifton
Elizabeth King Ellicott
Jean Spencer

1994
Rosalie Silber Abrams
Mary Elizabeth Banning
Harriet Elizabeth Brown
Constance A. Morella
Mary Adelaide Nutting

1995
Jill Moss Greenberg
Mary L. Nock
Dr. Amanda Taylor Norris
Nettie Barcroft Taylor
Euphemia Mary Goldsborough Willson

1996
Madeleine L. Ellicott
Ethel Llewellyn Ennis
Mary Digges Lee
Brigid G. Leventhal, M.D.
Barbara Robinson

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ADDITIONAL STUDENT ACTIVITIES
MARYLAND WOMEN: LEADING THE WAY

The following activities can be adapted for use at many different grade levels.

1. Make an illustrated booklet that includes symbols representing a woman leader's special occupation, position, qualities or achievements. Design a cover for your booklet.

2. Plan an assembly or reception honoring women leaders in your community.

3. In small groups discuss the topic, "What is a leader?" Have each group make a chart or poster summarizing what was discussed. Share the poster with the whole class.

4. Make public address announcements each day during March, Women's History Month, highlighting a different woman leader's accomplishments.

5. Create a bulletin board, LEADING THE WAY, honoring local or national woman leaders. Show leaders in different fields such as the arts, politics, science, education, athletics.

6. Create a word search using names of some or all of the women leaders profiled.

7. Design a crossword puzzle using the names of the women leaders interviewed.

8. Assign a number value to each letter of the alphabet. Make up math problems using the letters in the names of women leaders.
   (Example: G O N G; G+O+N+G = 7 +15 + 14 + 7 = 43)
   7 15 14 7

9. Identify a woman in your community who is a leader in the same field as one of the woman profiled. Interview her and compare her responses with those of the woman profiled (Example: Interview a policewoman and compare her responses with those of police chief Carol Mehrling)

10. Survey your class to find out in which careers class members are most interested. Interview local women leaders who are involved in those careers.

COMMUNITY ACTIVITIES FOR WOMEN'S HISTORY MONTH
MARYLAND WOMEN: LEADING THE WAY

1. **General**

   Develop a community mailing list. Be certain to include key people from the groups noted below. Send them information about Women's History Month activities and resources.

2. **Women's and Girl's Organizations**

   - Encourage individual organizations to celebrate Women's History Month with guest speakers, research projects, film events
   - "Adopt" a school and hold collaborative women's history celebrations
   - Offer to participate in celebrating activities with other groups
   - Include women's history information in newsletters
   - Develop banners or displays for use in libraries and public buildings
   - Honor women leaders at meetings

3. **Libraries**

   - Use this Women's History resource packet for public display
   - Set up book displays, children's to adult's, on women leaders.
   - Create a recommended reading list of library holdings that reflect women's accomplishments and their historical role in our nation's growth.
   - Offer programs for children, such as a story time featuring works that have strong female characters, whether fictional or historical
   - Sponsor video viewings, lectures, discussions for adults on topics related to women leaders.
   - Arrange a showcase depicting women leaders
   - Link up with your local Commission for Women for additional resources such as videos, books and other materials.
   - Design bookmarks that convey the celebration of Women's History.
   - Call the Maryland Commission for Women for more information on the use of its Maryland Women's Hall of Fame display - a set of portraits and biographies on women of accomplishment, both historical and contemporary, now in the Maryland Women's Hall of Fame.

4. **Colleges and Universities**

   - Develop a speakers list for schools and organizations (faculty and student speakers)

- Develop bibliographies of women writers from the English Department
- Encourage Women's History Month activities honoring women leaders on campus

5. **Historical Societies**

Develop resource materials for Women's History Month. Send information concerning women who contributed to our heritage to the local newspapers. Focus on historical resources related to women leaders.

6. **Local Governments**

- Issue Women's History Month Proclamations
- Develop celebrating events: luncheons, displays, internal newsletter announcements.
- Display in showcase in government office building lobby an exhibit of photographs depicting women leaders in public service careers.

7. **Media Services**

- Contact local newspapers regarding a weekly feature article during March.
- Ask local radio/TV stations to feature Women's History Month and local women leaders during March. If possible, videotape programs.
- Announce local commemorative events through media sources

8. **Senior Centers and Senior Groups**

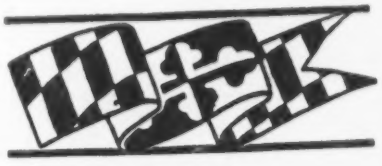
Ask for stories and information on local "heroines." If possible, tape oral histories of persons and events. Develop feature articles for distribution to the press, through schools, libraries, etc.

9. **Malls/Bookstores**

Encourage displays and inclusion of Women's History Month information in advertising flyers.

CELEBRATE ALL YEAR

10. Don't forget . . . women's leadership and profound role in history should be celebrated at all times of the year. Celebrations shouldn't be confined to the month of March only.



Maryland Women Leading the Way

Resource Directory

This section includes a listing of selected resources on women as leaders. All * items are available on loan from the Equity Resource Center. Equity Assurance & Compliance Branch. Maryland State Department of Education. 200 W. Baltimore Street. Baltimore. MD 21201. (410) 767-0433

WOMEN LEADING THE WAY
RESOURCES

General

National Women's History Project
7738 Bell Road
Windsor, CA 95492-8518
707-838-6000
Source of a wide range of multicultural women's history materials; catalogue lists dozens of print, audio, and video resources for students, teachers, community groups noting contributions of women leaders.

Maryland State Department of Education
Equity Resource Center
200 West Baltimore Street
Baltimore, MD 21202
410-767-0433
Several books and videos on women leaders are housed at this center. Videos listed on the following pages are available for loan, while *print materials and biographies of many women leaders may be used at the center for research.

Student Publications

The publications listed below are written and edited primarily by girls and portray girls and women in leadership positions.

Blue Jean Magazine (Ages 9-19)
P.O. Box 90856
Rochester, NY 14609
716-654-5070

New Girl Times (Ages 9-19)
(Tabloid - style newspaper)
215 West 84th Street
New York, NY 10024
800-560-7525

***New Moon: The Magazine for Girls and Their Dreams** (Ages 9-14)
P.O. Box 3620
Duluth, MN 55803-3620

Student Reference Book

***Girls and Young Women: Leading the Way: 20 True Stories about Leadership,** Frances A. Karnes and Suzanne M. Bean
Free Spirit Publishing
400 First Avenue, N, Suite 616
Minneapolis, MN 55401
612-338-2068
A collection of stories about female leaders in communities and schools; includes a bibliography of books about women leaders.

VIDEOS available for loan

National Focus

Women in American Life Series
Set of four 15-minute documentary videos highlighting women's contributions from 1860 - 1980.

Fine and Long Tradition; One Fine Day; Take the Power
Lively music videos celebrating women of the past and present; 7 minutes each.

A Woman's Place is Everywhere
Highlights notable individuals and everyday contributions of women; 25 minutes.

The Sky's the Limit: Women Overcoming the Odds
Women pioneers in aviation; 20 minutes.

Discovering Women
Two Public Broadcasting System documentaries on contemporary women scientists, 60 minutes each.

Women of Hope
Highlights contributions of contemporary Latino Women, 27 minutes

Maryland Women

A Salute to Women of Maryland Series
Four programs produced by Maryland Public Television highlighting contributions of notable Maryland women - Senator Barbara Mikulski, scientist Mary Shaw Shorb, civil rights advocate and state senator Verda Freeman Welcome, and women's rights leader Jeanette Rosner Wolman; 30 minutes each.

Maryland Chapter and Verse
Two-part Maryland Public Broadcasting series on Maryland authors. Highlights contributions of historical and contemporary authors Katherine Paterson, Elizabeth Foreman Lewis, Grace Yaukey, Lucille Clifton, Zora Neal Hurston, Frances Harper; 30 minutes each.

In Her Own Image: Women in Law - A Maryland Perspective
An historical look at Maryland women in the law includes teachers guide for discussion with high school students, three 10 minute segments.

Teacher References

The following teacher references present perspectives on the topic of women and leadership.

The Female Advantage - Women's Ways of Leadership; The Web of Inclusion, Sally Helgesen, Currency Doubleday Publishing, N.Y., 1990 and 1995.

Management and Gender: Issues and Attitudes, Quorum Press, Westport, CT, 1994

Swim With the Dolphins, Connie Glaser and Barbara Steinberg Smalley, Warner Books, NY, 1995

Women and the Politics of Empowerment, Ann Bookman and Sandra Morgen, Temple U. Press, 1988

Sampler of Statewide Organizations

Below are some of the many statewide women's organizations that promote leadership for women.

American Association of University Women (AAUW), Maryland
842 Cottonwood Drive
Severna Park, Maryland 21146

Black Women Concerned
3607 Telmar Road
Baltimore, Maryland 21207

Business and Professional Women's Clubs - Maryland Federation
1029 Lloyd Road
Potomac, Maryland 20854

Delta Sigma Theta Sorority
105 North Ann Street
Baltimore, Maryland 21231

Executive Women's Network
P.O. Box 21442
Baltimore, Maryland 21208

Girl Scouts of Central Maryland
1818 East Baltimore Street
Baltimore, Maryland 21231

Junior League of Maryland
37 Franklin Street
Annapolis, Maryland 21401

League of Women Voters/Maryland
200 Duke of Gloucester Street
Annapolis, Maryland 21231

Links, Inc.
3703 W. Coldspring Lane
Baltimore, Maryland 21215

Maryland Commission for Women
311 West Saratoga Street
Baltimore, Maryland 21201

Maryland New Directions
2220 North Charles Street
Baltimore, Maryland 21718

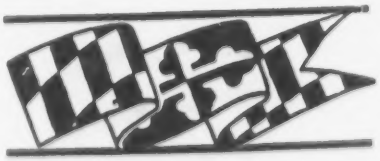
Maryland Women's Political Caucus
15537 North Oak Court
Bowie, Maryland 20716

National Coalition of 100 Black Women
112 Martha Road
Glen Burnie, Maryland 21060

National Council of Jewish Women
248 Dill Avenue
Frederick, Maryland 21701

Women Legislators of Maryland
6 Bladen Boulevard
Annapolis, Maryland 21401

Women's Alliance of Maryland
YMCA Women's Center
1517 Ritchie Highway
Arnold, Maryland 21204



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World Wide WEB Sites

National Women's History Project
http://www.nwhp.org/
A wealth of information about a wide range of women's history topics and resources

Wise Women Screen Savers
http://www.mm.com/wise women
Over 500 inspirational quotes by women leaders

Beijing '95: Women Power and Change
http://www.igc.apc.org/womensnet/beijing
Information about the 1995 International Women's Conference in Beijing, China, and outlines plans in the U.S. for following up on conference recommendation.

Compton's Interactive Encyclopedia
http://www.wic.org/misc/history.html
6 page overview of U.S. women's history

4000 Years of Women in Science (and Mathematics)
http//crux.astr.ua.edu//400ws/400ws.html
many thumbnail biographies; some photos and reference lists.

Encyclopedia of Women's History
http://www.teleport.com/~megaines/woindex.html
by and for the K-12 community; students can contribute biographies to this collaborative effort.

Women of Achievement and Herstory
http//www.imageworld.com/istuber.html
Informative calender of events from women's history.

Women's Rights National Historic Park
http://www.nps.gov/wori
Photos, graphic images and primary documents relating to the first Women's Rights Convention (1848); historic sites related to the movement and biographies of its leaders.

Maryland Women Leading the Way

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COLLEEN BETH AKEHURST

Student Leader

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PATSY BOWMAN
Administrative Specialist for Deaf and Hard of Hearing

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CATHERINE GIRA
University President

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GINNY GONG '77

Educator and Human Relations Activist

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JILL MOSS GREENBERG

Advocate for Educational Equity, Multicultural Education, Homeless Education, and Civil Rights

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SHERRIE LAVINE KRAUSER
BESS B. LAVINE
Judges, Lawyers and Civic Activists

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RUTHAN LEWIS

Leader in Science and Technology

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JANICE MARSHALL 82
Crab Picker Co-op Organizer

CAROL A. MEHRLING
Chief of Police and Youth Activist

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RACHEL S. POLK
Community Activist

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ROSE A. POWHATAN

Indian Commissioner, Educator, Artist

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ANNA M. ROSARIO

Federal Women's Program Manager
and Hispanic Community Activist

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MYRA POLLACK SADKER
Leader in Gender Equity

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JEAN W. TOOMER 88

Activist in Human and Civil Rights,
Violence Prevention and Prejudice Reduction

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KATHLEEN KENNEDY TOWNSEND

Lt. Governor, State of Maryland

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CONNIE MARTIN UNSELD

Leader in Education

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EVELYN PASTEUR VALENTINE 91

Business and Education Leader

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SUE FRYER WARD 92

Advocate for Aging Issues

COLLEEN BETH AKEHURST

Student Leader

The most effective leaders are people who care. I believe that you must have passion in your heart and soul to pursue leadership in any field.

A 1994 graduate of Bel Air High School in Harford County, Maryland, Colleen Akehurst served as President of the Bel Air Student Council, Captain of the Cross-country team, and President of the Maryland Association of Student Councils, representing 200 schools statewide. She is an electrical engineering major at Cornell University, where she is Executive Vice President of the University's Student Assembly. She also trains high school and college students on developing leadership skills.

PATSY BOWMAN

Administrative Specialist for Deaf and Hard of Hearing

An effective leader is a person who loves to challenge and to strive for the best. A leader has to be relentless, restless, and to face (and overcome) heavy doses of criticism to make outstanding contributions to the quality of life.

Patsy Bowman works in the Maryland Governor's Office for Individuals with Disabilities as an Administrative Specialist for the Deaf and Hard of Hearing. She has been a leader in promoting equal opportunities for individuals with disabilities and in training individuals about the Americans with Disabilities Act and equal employment issues.

CATHERINE GIRA

President, Frostburg University

An effective leader has the ability to evoke from a team the most creative thinking and problem solving skills, so that the right decisions are made.

Dr. Catherine Gira became the President of Frostburg State University in 1991. She has held leadership positions in several state and national professional associations. She has been recognized as Woman of the Year by the Maryland Legislature in 1993 and was selected as one of "Maryland's Top 100 Women" in 1996.

GINNY GONG

Human Relations Activist and Educator

Effective leaders must be sincere, dynamic, visionary, creative, and willing to take risks . . . Without its leaders, communities cannot move forward.

Ginny Gong served two terms as President of the national Organization of Chinese Americans and is currently a Human Relations Specialist for the Montgomery County Public Schools. She is responsible for community outreach, conflict resolution, staff training, and discrimination case management. As an immigrant, parent, educator, and community activist, Ms. Gong is a leader in promoting fair treatment for all people.

JILL MOSS GREENBERG

Advocate for Educational Equity, Multicultural Education, Homeless Education, and Civil Rights

Always believe in your ability to make a difference. We still see a lot of inequity, but when people who share the same vision work together, they become a powerful force in creating change.

Jill Moss Greenberg has provided leadership in working for equity and human and civil rights throughout her life. She has built local, state, and national networks to address issues related to race, gender, multicultural education, disability, and homelessness. She was a founder of the Maryland Women's History Project and currently serves on the Board of the National Association for Muticultural Education. For her many contributions Jill was inducted into the Maryland Women's Hall of Fame.

SHERRIE LAVINE KRAUSER
BESS B. LAVINE

Judges, Lawyers, and Civic Activists

An effective leader must be able to understand the needs and concerns of other people, to verbalize those concerns, and to take appropriate action.
Bess Lavine

Leaders are guides into new areas of achievement for themselves and others. Leaders must respect themselves, respect others whose goals and values are similar, and respect differences. Sherrie Lavine Krauser

Sherrie Lavine Krauser and her mother, Bess B. Lavine, are the first mother and daughter in Maryland history to serve as judges of the District Court of Maryland. Both women are lawyers and activists dedicated to equality under the law for all individuals. Much of their work has focused on issues particularly related to women, youth, and families.

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RUTHAN LEWIS

Leader in Science and Technology

It is important to accept challenges. Taking risks may not be comfortable, but as a leader if you stretch your comfort zone you may end up stretching yourself, your mind, your abilities.

Ruthan Lewis, Ph.D., is a Mission Manager and Project Engineer for a variety of Space Shuttle payload programs at the NASA Goddard Space Flight Center. She has helped to develop astronaut tools, design spacecraft, and train astronauts. She hopes to someday personally travel in space.

JANICE MARSHALL

Crab Picker Co-Op Organizer

If you have a sincere belief in what you are doing, then take on the responsibility of being a leader. You should have a very small ego and a big sense of humor.

Janice Marshall grew up in the Tylertown community of Smith Island in the Chesapeake Bay. When the community-based business of crab picking was in danger of being eliminated, Janice worked for four years with others in the community and in state government to establish the Smith Island Crabmeat Co-op Company. This provided needed income and jobs for the women of Smith Island.

CAROL A. MEHRLING

Chief of Police and Youth Activist

We are all capable of being leaders. There are always those waiting in the wings for an opportunity to be recognized, so we must always do our best and be prepared to accept that challenge when our times arrives.

Carol Mehrling is the Chief of Police for Montgomery County, Maryland. She joined the department in 1971, and in 1995 was appointed Chief of Police. Carol is the only female to have achieved the ranks of Captain, Major, and Chief of Police in Montgomery County. She is an advocate for the youth in the community and has created the Child Exploitation Subcommittee of the Council of Governments and co-created Operation Runaway.

RACHEL S. POLK

Community Activist

Knowledge of self is power; discover it; use it. . .
Leadership is a service! Leaders should ask how they can best serve for the common good of the group.

Rachel S. Polk is a community activist in Wicomico County. In addition to being the co-owner of a multicultural bookstore, Rachel has provided leadership to address issues of racism and discrimination in education. She has also served as a PTA president and Chair of the Wicomico County Board of Education Equity Committee.

ROSE A POWHATAN

Indian Commissioner, Educator, and Artist

An effective leader is well prepared to meet any challenge that she may encounter on her life's journey. . . A fair minded leader never loses sight of the team objective and keeps it above personal ambition. "Not one for one, but all for all should be a reality."

Rose A. Powhatan is an enrolled member of the Pamunkey Indian Nation and serves as a Commissioner on the Maryland Commission of Indian Affairs. She has taught in Washington, D.C., and in England, written curriculum on Native American culture, and created artworks including murals, posters, and totem poles. She has received numerous awards, including being named the Kiwanis Teacher of the Year and being awarded a Fulbright Teacher Exchange Fellowship.

ANNA M. ROSARIO

Federal Women's Program Manger and Hispanic Community Activist

Leaders must welcome each new challenge with optimism and think of "defeat" as merely a stepping stone to a greater, more creative way to problem solving.

Born in Yabucoa, Puerto Rico, Anna M. Rosario came to the United States as a young child. She began her career with the Federal Government in 1972 and has worked for the Department of Justice since 1978. Anna is an activist for civil rights issues, focusing on the Hispanic community and women's issues. She was appointed to the Maryland Commission for Women and has worked to ensure that the concerns of Hispanic women in Maryland are addressed. Over the years, Anna has received many professional and community awards for her contributions to society.

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MYRA POLLACK SADKER

1943 - 1995

Gender Equity in Education Leader

IN MEMORIAM

Dr. Myra Pollack Sadker was a national pioneer and leader in the field of gender equity in education. She wrote the first book on the impact of gender bias, **Sexism in School and Society** in 1973. Working with her husband, Dr. David Sadker, she conducted research and wrote or co-authored numerous articles and books, including the nationally acclaimed **Failing at Fairness: How America's Schools Cheat Girls**. Myra served as Dean of the School of Education at American University. She was an outstanding teacher and trained thousands of teachers nationwide about the issues of gender fairness. She died at the age of 52 after a courageous battle against breast cancer.

JEAN W. TOOMER

Activist in Human and Civil Rights,
Violence Prevention, and Prejudice Reduction

Leaders have a responsibility to develop talents and gifts by nurturing mind, body and spirit . . . and by living every moment with a sense of adventure, fun, and thanksgiving.

Jean Toomer has served as a leader in human relations, civil rights, violence prevention, and prejudice reduction for over two decades in both paid and volunteer positions. She has initiated several programs, including peer mediation in Howard County Schools and the mediation and conflict resolution center at Howard Community College. She has been named one of "Maryland's Beautiful People" in recognition of her numerous volunteer efforts.

KATHLEEN KENNEDY TOWNSEND

Lieutenant Governor, State of Maryland

Life is a gift. Make a great adventure of it. Discover what you need to know, seek justice, and have the courage to love.

Kathleen Kennedy Townsend is Maryland's first woman Lieutenant Governor, and in that role she has made it her mission to build safe communities across the state. She founded the Maryland Student Service Alliance and served as the Deputy Assistant Attorney General in the U.S. Department of Justice. She is a long-time advocate for children, families and social justice.

CONNIE MARTIN UNSELD

Leader in Education

To be a leader, you must believe that you can do whatever your heart desires. You must set high goals and be determined to reach them.

Connie Martin Unseld is the founder, director and owner of an independent school, the Unselds' School, in Baltimore City. She has directed the school since it opened in 1978. She also participates in many educational and charitable organizations.

EVELYN PASTEUR VALENTINE

Business and Education Leader

Being an effective leader means having a vision and not letting barriers get in the way of reaching your goals.

Evelyn Pasteur Valentine is the President and Chief Executive Officer of the Pasteur Center for Strategic Management, a business that she founded. The Center provides training nationwide in leadership and management planning to businesses, organizations, government agencies, and education groups. Dr. Valentine was selected Maryland Teacher of the Year in her previous career as a public school educator, and is listed in the national "Who's Who of Business Leaders."

SUE WARD

Advocate for Aging Issues

The qualities that make an effective leader . . . are the same as those that make an effective person. Among those qualities are vision, imagination, the courage to stick to one's convictions, compassion, power sharing, and appreciation of diversity.

Sue Ward, Director of the Maryland State Office on Aging, has been a leader in the field of aging for over forty years. Previously, she worked in Prince George's County as Director of the Department of Family Services and before that as Director of the county Department of Aging. She has also served as President of the Board of the National Association of Area Agencies on Aging and as a delegate to the White House Conference on Aging.